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Cover Photograph

A craftsman at an aircraft plant in Montreal fashions a part for a wind tunnel model. How job design adapts the work to the worker is dealt with in "Ergonomics," on p. 478.

NFB photo

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50 Years Ago

From the Labour Gazette
August 1918

White railway workers laid charges of discrimination. A union secretary was arrested for idleness. Ontario machinists held their first convention. Shorter hours were established for munition workers. A women's division was added to U.S. Department of Labor.

White dining car employees complained of discrimination when the Canadian Pacific Railway Company decided to hire only Negroes for this service, the LABOUR GAZETTE reported in its August 1918 issue. The Negro workers were imported from the United States.

A board of enquiry was established to look into the charge. It was composed of Hon. Mr. Justice W. A. Macdonald, Vancouver; Victor R. Midgley, Vancouver, on behalf of the employees; and E. A. James, Vancouver, as spokesman for the railway.

In its defence, the company said that white dining car attendants were becoming increasingly difficult to secure and to keep. But the representatives for the displaced workers said that the new policy was decided between April 19 and May 22, 1918, after the company had discovered that the dining car employees were joining the Brotherhood of Railway Employees.

In the light of the Board's investigation, some of the workers were re-engaged, others promoted, and a small number placed in other positions within the company. The Board concluded that, although coloured workers were brought into Canada to replace white employees in this field, it was not an act of discrimination against the union. The report was never formally accepted by either party, but the inquiry was reported as having had a beneficial effect. There were no work stoppages.

* * *

The question of whether a man hired as a secretary for a union could be arrested for not being gainfully employed was settled by the Supreme Court of Alberta.

The defendant had come to the United States from Russia, and had worked in various occupations in the U.S. and Canada before his arrest at Exshaw, Alta., shortly after an order in council was passed to suppress idleness. Three weeks before his arrest, he had been hired at a salary of $20 a week to collect dues, and to get new members for an organization of unskilled workers known as the Federal Workers' Union of Canada.

In quashing the conviction, the judge pointed out that the order in council was intended to prevent able-bodied persons from remaining idle at a time when the country most urgently needed the service of all available human energy.

Possibly because of his Russian origin, allegations against the accused hinted at communist activities. He was arrested on the request of a manufacturer at Exshaw, who asked to have him investigated.

"He was picked up and taken by the Provincial Police to Calgary," the judge said, "and the impression I get from th evidence is that a prosecution under thi order in council was an afterthought and that he was not arrested in the firs place for an infringement of it."

Continued the judge: "No organizatio of any scope can be maintained withou officials and paid servants. The La Society of Alberta, of which the magistrat and the prosecuting and defending counse are members, needs to have a paid sec retary. I should be surprised to hear suggested that . . . the secretary of th United Farmers of Alberta, or of th Canadian Manufacturers' Association is not engaged in any useful occupation and is liable to conviction under this law But it is possible, of course, that to certain aristocracy of labour, some re luctant recognition is to be extended b that class of the community that exercises the social privilege of 'recognizing' othe people of other classes.

"If 'skilled' labourers organize themselves into labour unions, and by th means of united action succeed in gettin themselves 'recognized' to the extent o having representatives in cabinets an legislatures, then, of course, we mus reconcile ourselves to it with a sigh," h said, "but when it comes to 'unskilled labour, to men who merely dig sewer (although we really must have sewers fo the enjoyment of the refinement of ou social life), or to men who merely shov coal and cut wood (although these ar also necessary to our comfort), it seem according to the tenor of the evidence o this case, that these men must wor separately and alone." And, he added if they attempted to organize themselves any official whom they employed wa open to conviction under the order i council.

The judge ruled that the applicant wa entitled to costs, as against the informan the Provincial Police and the Crown which appeared and prosecuted.

* * *

The first provincial convention of th machinist unions in Ontario was held i Toronto on July 20 and attended by mor than 100 delegates. The convention di cussed wages and working condition generally, and sought ways to make the uniform throughout the province.

* * *

Scientific data, collected in Britai during the year, supported the view tha hours provisionally recommended fo munition workers were too long and coul be reduced without loss of production.

A committee studying the health o munition workers had provisionally re commended in January 1916 that th average weekly hours of employment fo

men should be limited to between 65 to 67 for men, and to 60 for women, as prescribed in the Factory and Workshops Act, 1901. It had recommended also that night employment of girls under 18 should be limited as much as possible, and urged that boys under 16 should not be employed for more than 60 hours a week or at night.

In its final report in 1918, the committee pointed out that the system of beginning work at 6 a.m., with a break of half an hour for breakfast, was a mistake and that only a few could put in their best work before having a proper meal in the morning. It suggested that the best time to start work was after breakfast at 7 or 8 a.m.

The committee believed that many women and young persons could not be employed profitably on continuous work for the full five hours allowed by the Factory Act. Employers frequently allowed short intervals for rest and refreshment in the afternoon, and also in the morning. The committee suggested that all workers should be allowed periodic holidays, preferably of several days duration.

When World War I began, Sunday labour was widely adopted in the hope of increasing production, but it proved conclusively to be unpopular and uneconomical, and did not achieve the desired effect. When Sunday labour became necessary, a system of relief shifts was suggested so that no individual worked more than six days in the week.

Night work was open to serious conjecture, even for men. It had been illegal for women and girls for over 50 years. The committee concluded that continuous night work was less productive than alternate day and night shifts, and recommended that it should be stopped as soon as practicable.

The committee pointed out that proper and adequate food was essential to industrial efficiency. Many workers did not get suitable food because of the distance of their homes from the factory, night work, domestic difficulties, and ignorance of proper nutrition. It conceded that the only satisfactory way of providing suitable food economically, for large numbers at convenient times, would be to establish industrial canteens. At the end of 1917, there were about 840 canteens in munition works and docks. The committee was convinced that the canteens had prevented a serious breakdown under the strain of war conditions, and had contributed to increased efficiency, energy and corresponding production.

* * *

A Women's Division was added to the United States Department of Labor in 1918. Its immediate task was to develop policies and devise methods by which the services of women could be used effectively in war production, and at the same time prevent their employment under injurious conditions. Because of its policy-making function, the new division was to be represented by its chief, Mary Van Kleek, on the Labor Policies Board.

* * *

The usual weekend trek to the grocery store in July 1918 cost the average householder $13, an increase of 23 cents over the June figure. On the way back to his six-room house, which he rented for $18 a month, he might stop to chat with his neighbour about the high cost of living, and how the same foods on his grocery list would have cost $11.62 in 1917; $8.46 in 1916, and $7.42 in 1914.

The increases for the month were in meat, eggs and potatoes, with slight decreases in milk and dairy butter.

Depending on whether he lived in P.E.I. or Ontario, a sirloin steak cost from 30 cents to 45 cents a pound, with a Canadian average of 40 cents a pound. And if peas were his favourite vegetable, he could pick up two tins for about 23 cents. If he lived in Quebec or Nova Scotia, fresh eggs cost 40 or 60 cents a dozen, the Canadian average being 49 cents a dozen.

Potato-lovers could buy 90 pounds for from $1.80 to $2.73; white bread averaged 7 cents a loaf, and butter cost 45 cents a pound. On the average, it was less expensive to have a coffee break than a tea break. Coffee was 44 cents a pound, tea 60 cents, and sugar about 40 cents. If he didn't like either coffee or tea, the consumer could drink milk, at only 11 cents a quart.

* * *

Perhaps one of the reasons why the song, "I Enjoy Being a Girl," was not composed in 1918 had to do with the employment practices of 50 years ago. If you were a factory girl in Manitoba before August 1918, your services could be bought for as little as $5 a week.

When it seemed that Heaven would not protect the working girl, the Manitoba Minimum Wage Board announced a minimum wage for women and girl employees in foodstuff factories. Under the new schedule, the lowest wage paid to unskilled girls under 18 was $7 a week and, skilled girl workers had to receive at least $10 a week. But for reasons known only to the Board, if you were a skilled worker in a pickle, macaroni or vermicelli factory, $9.50 was your starting salary.

News Briefs

Safety Code regulations now in force

The recruiting of technical staff to supervise safety inspection under the Canada Labour (Safety) Code (L. G., Feb. 1967, p. 82) is now well under way, the Accident Prevention Division of the Department's Accident Prevention and Compensation Branch announced recently.

Preliminary discussions have been held with provincial safety authorities concerning the employment of their inspection services in the federal field of jurisdiction. Discussions have been held with some of the other federal authorities with which the Accident Prevention Division shares a responsibility for employment or public safety. Surveys are being conducted to identify and assess the inspection, educational, training and research resources that might be usd to support the various programs of the division. Regulations applicable to the coal mines of the Cape Breton Development Corporation have been developed. Other regulations currently under development include those pertaining to boilers and pressure vessels, to passenger and freight elevators, to general industrial safety and to grain elevators.

The real work of the division and its operational role have hardly begun, but the extent of co-operation received so far from both the governmental and industrial sectors gives good assurance of the eventual success of the division's programs.

Department of Labour raises assistance to Labour College

The Labour College of Canada has received an increase of $3,000 in financial assistance from the Canada Department of Labour. The increase, which is in the form of bursaries, has raised the Department's contribution to $8,000.

The bursary recipients, Neil Pollock, Caledonia East, Ont., Donald E. Bott, Kitchener, Ont., and G. W. Firmin Reimitz, Breakeyville, Que., will spend eight weeks of the summer at the Montreal college.

Mr. Pollock is a member of Local 506, Labourers' International Union; Mr. Bott is a member of Local 80, United Rubber Workers; and Mr. Reimitz is a member of Local 879, Brotherhood of Locomotive Firemen and Enginemen.

The three men are among 64 other students from Canada and overseas

studying the social sciences and receiving specialized instruction in the theory and practice of trade unionism.

The Labour College of Canada is operated by the Canadian Labour Congress and jointly supported by Montreal and McGill Universities, the federal Government and various Canadian companies. It was chartered in 1963.

B.C. proclaims Bill 33 and names mediators

Part IV of British Columbia's Mediation Commission Act—Bill 33 (L. G., July, p. 392)—was proclaimed in April, along with certain other sections of the Act.

The first members of the Commission were named on May 30, and they took office on June 15. The commissioners will serve for an initial term of seven years.

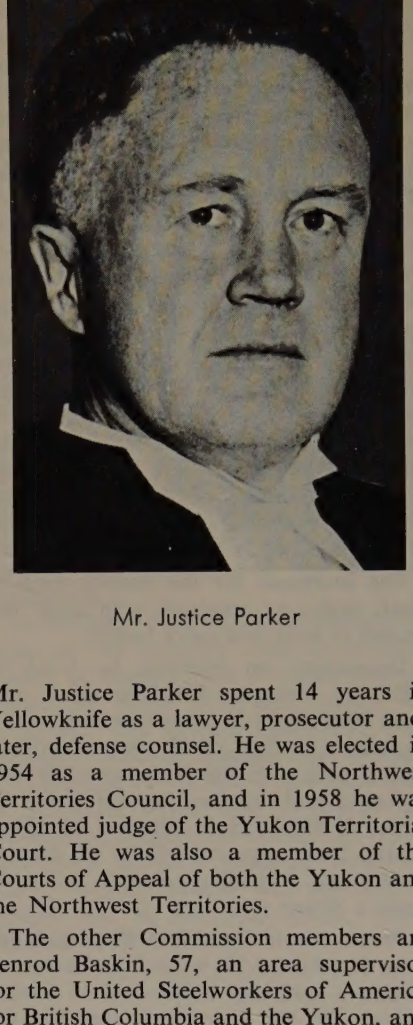
The appointment of members to the Mediation Commission, and the appointment of other officers and staff, are provided for in Part IV. Once the Commission is appointed, the necessary facilities are to be provided to enable it to carry out its duties under the Act.

This part of the Act relates to the constitution, administration, jurisdiction, procedures and powers of the Commission. The members are required to devote full time to their duties, and have authority to employ highly skilled mediators to assist labour and management in resolving their disputes, as well as experts having special or technical knowledge.

The Commission has exclusive jurisdiction to inquire into, hear, and determine all matters and questions of fact and law arising under the Act. In addition, it is empowered to inquire into any matter referred to it by the provincial Minister of Labour, including matters concerning economic growth, labour-management relations, productivity, problems of adjustment, industrial research and technology research. The results of these inquiries will be used to assist in improving the means of disseminating industrial and labour information, among other matters, in order to maintain or secure industrial peace and to promote conditions favourable to the settlement of disputes.

The other sections of the Act that have been proclaimed all deal with amendments to the Labour Relations Act of British Columbia. These amendments are designed to bring it into line with the new Act.

Mr. Justice John Parker, 56, a Supreme Court judge in Whitehorse, Y.T., was appointed Chairman of the Mediation Commission at a salary of $42,500 a year.



Mr. Justice Parker

Mr. Justice Parker spent 14 years in Yellowknife as a lawyer, prosecutor and, later, defense counsel. He was elected in 1954 as a member of the Northwest Territories Council, and in 1958 he was appointed judge of the Yukon Territorial Court. He was also a member of the Courts of Appeal of both the Yukon and the Northwest Territories.

The other Commission members are Penrod Baskin, 57, an area supervisor for the United Steelworkers of America for British Columbia and the Yukon, and David R. Blair, 62, President of the Pulp and Paper Industrial Relations Bureau. Both will receive a salary of $40,000 a year.

Mr. Baskin, a native of B.C., spent his early working life in the forest industry. As a smelter worker in Trail, he joined the United Steelworkers of America. He was elected President of his local, and later rose through the union's ranks to his present position of area supervisor.

Mr. Blair lives in Vancouver, where he entered the investment and securities business in 1927. He formed his own company, but left it in 1952 to take up his present position as President of the Pulp and Paper Industrial Relations Bureau.

UAW suspended from AFL-CIO

The 1,400,000-strong United Auto Workers Union was suspended from the parent body, American Federation of Labor-Congress of Industrial Organizations, on May 15, as a climax to a two-year feud between Walter Reuther, UAW President, and George Meany, AFL-CIO President. The UAW was, up until this time, the largest union in the federation.

The AFL-CIO suspended the UAW because of its failure to pay union dues to the federation, which amounted to more than $1 million a year, or 10 per cent of the federation's funds. The UAW was three months in arrears at the time of suspension, and the AFL-CIO constitution calls for automatic suspension of any union that is three months delinquent. The UAW could be reinstated after paying up its back dues.

At its recent convention in Atlantic City, N.J., in early May, the UAW voted to place its dues to the federation in escrow, pending possible settlement of Mr. Reuther's criticisms of the federation under the leadership of Mr. Meany. Mr. Reuther has repeatedly charged that the federation is stagnant, that it fails to be a progressive force on racial integration and that it fails to organize unorganized workers, especially grape pickers in California. He has criticized Mr. Meany's policies from wages to water pollution. Mr. Meany and Mr. Reuther were two of the principal founders of the AFL-CIO 13 years ago.

Mr. Reuther had given the AFL-CIO until December 15 to call a convention to discuss his charges against the administration of the parent body, and suspended the dues as a move to pressure the AFL-CIO. He threatened to disaffiliate the UAW after this date if the convention had not been called.

Mr. Meany retorted that the AFL-CIO membership has increased by 14 per cent in 3½ years. In January 1968, the membership was 14,951,000. He resisted the UAW financial pressure to call the open convention, and instead invoked the constitution to expel the rebel union. Mr. Reuther, at the same time, lost his last remaining post in the federation as President of the 6,000,000-member Industrial Union Department, which comprises about 60 unions. He was succeeded by I. W. Abel, President of the United Steelworkers of America, at a June 14 union election.

The UAW, according to rumours within the labour movement, may work out an alliance with the 1,500,000-member International Brotherhood of Teamsters, which was expelled in 1957 when Mr. Meany ordered Jimmy Hoffa, the Teamsters jailed President, to clean up his union or get out. Mr. Reuther has appealed to other unions to join his cause. At this time, labour observers say, he has not made it clear whether or not he wants them to split with the AFL-CIO to form a rival federation of unions.

Burt retires from UAW and McDermott takes over

George Burt

Dennis McDermott

George Burt, Canadian Regional Director of the United Automobile Workers of America, retired from office after 29 years service in that post. His retirement took place at the union's 21st Constitutional Convention of the international union, which took place last May in Atlantic City, N.J.

Born in Toronto, Mr. Burt received his primary and elementary education there and became a journeyman plumber. During the Depression of the 1930s, he came to Oshawa and secured a job as a torch solderer in the body room at the General Motors Ltd. plant. It was this section of the plant that became the hub of the organizing efforts that led to the chartering of Local 222 of the UAW in 1937.

During his term of office, UAW membership in Canada has grown from 5,000 in 1937 to more than 90,000.

Dennis McDermott, 44, succeeded Mr. Burt as Canadian Regional Director of the UAW.

Mr. McDermott is a member of Local 439 of the UAW, and he has held several positions in the Local—recording secretary, district council delegate, chief steward, and other posts. He was elected as a Vice-President of the Ontario Federation of Labour at its 1966 Convention, and he has held key positions in both the OFL and the Canadian Labour Congress for a number of years.

Mr. McDermott has assumed responsibility as chief negotiator in the agricultural implement section of the UAW. Required to act as chief trouble-shooter for the Toronto area, he has been involved in numerous sets of negotiations involving every section of the union. He served for 18 months on the Ontario Labour Relations Board as a labour member from 1964.

B.C. interior woodworkers make wage gains

About 4,000 woodworkers in the interior industry in British Columbia, who were holding out for wage parity with woodworkers in the coastal section of B.C.'s forest industry, settled their seven-month strike in May.

Their hourly base-wage rate will rise from $2.26 to $2.98 by late 1969 — representing a 72-cent wage gain over 26 months.

Among the fringe benefits gained was the elimination of the 13-cent wage differential between male and female workers in the plywood industry. Another clause allows workers to include time on strike as part of the minimum of 200 days employment needed to qualify for vacations.

B.C. professor wins labour fellowship

The $13,700 Canada International Labour Fellowship for 1968 has been awarded to a University of British Columbia professor, the Department of Labour announced in June. Prof. Martin Meissner, Department of Anthropology and Sociology, won the fellowship to study the economic, industrial relations, social and other aspects of labour at the International Institute for Labour Studies in Geneva.

B.C. carpenters get two-year 74-cent increase

Carpenters in British Columbia have signed a contract giving them a 37-cent-an-hour wage increase for each year of a two-year contract. It is expected to set the pattern for other contracts between contractors and carpenters throughout the province.

Carpenters will now receive $4.88 an hour, foremen carpenters $5.53, millwrights $5.13 and foremen millwrights $5.81. About 118 major general contractors and 8,000 construction carpenters and millwrights in B.C. are involved in the settlement.

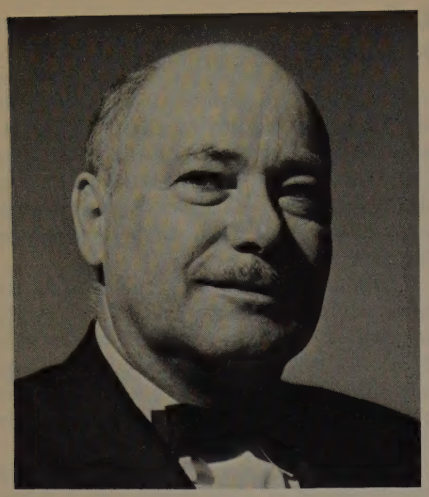
Arnold J. Smith, President of the Brotherhood of Carpenters and Joiners, said that more than 90 per cent of the 1,900 men who voted were for accepting the contract. "Some of our members were disappointed that we didn't obtain a shorter workday (than the present 7½ hours) but, on the whole, we think it's a fair settlement."

New Labour Centre opened in Toronto

A new Labour Centre was opened in Toronto on June 21. A centennial building project, it was planned as headquarters for the Ontario Federation of Labour, the Canadian Labour Congress in Ontario, the Toronto and District Labour Council, and any other trade union organizations interested in renting space. It will also be used as an educational and research centre for all unions in the province.

Over 200 people, including leaders of the Ontario government and opposition parties, the Ontario Department of Labour, elected officers of the CLC, the OFL and their affiliates, and civic officials were invited to attend the opening.

The eight-storey structure has an auditorium that can seat 500.



Harold B. Hamm

Assistant Director named to Labour Standards Branch

Harold Bristol Hamm was appointed Assistant Director of the Labour Standards Branch of the Department on May 13.

Born on December 21, 1917, in Ernestown Township, Ont., Mr. Hamm was educated at Napanee Collegiate Institute, and attended a business course at the Kingston Business College.

He saw service with the RCAF from September 1939 to October 1945, when he was discharged with the rank of Flying Officer.

From November 1945 to November 1965, Mr. Hamm served in various supervisory and managerial positions with B. F. Goodrich (Canada) Limited. He joined the Public Service of Canada in November 1965 and was Chief of the Labour Standards Branch field office in Vancouver until his latest appointment.

UIC raises ceiling on exemptions

About 400,000 Canadians, whose salaries are between $5,460 and $7,800, lost their exemption from unemployment insurance payments when the Unemployment Insurance Commission lifted the coverage ceiling of $5,460 on June 30. The exemption had been in effect since 1959.

The Commission said that insured persons whose salaries rise above the new ceiling would qualify to continue coverage as voluntary contributors.

Weekly contributions, which previously ranged from 20 cents to 94 cents, now range from 20 cents to $1.40. A half-week contribution of 10 cents is still used where the employee's earnings are less than $20 a week. New benefit rates will start at $13 a week and go up to $53. The previous minimum and maximum were $6 and $36.

Benefit rates established before June 30 were not adjusted. New rates will gradually go into effect as the unemployed person builds up his benefit rate according to his new contribution.

British Ministry of Labour gets new name, new Minister

The Ministry of Labour in Britain has a new name and a new leader. Now called the Department of Employment and Productivity, it is headed by Mrs. Barbara Castle, 57, former Minister of Transport, who was also named First Secretary of State.

Mrs. Castle is now responsible for the Government's contentious prices and incomes policy. The Prices and Incomes Bill passed the crucial second reading in the Commons with a Government majority of only 35, and many MPs gave Mrs. Castle the credit for its passing.

B.C. labour leader retires this month

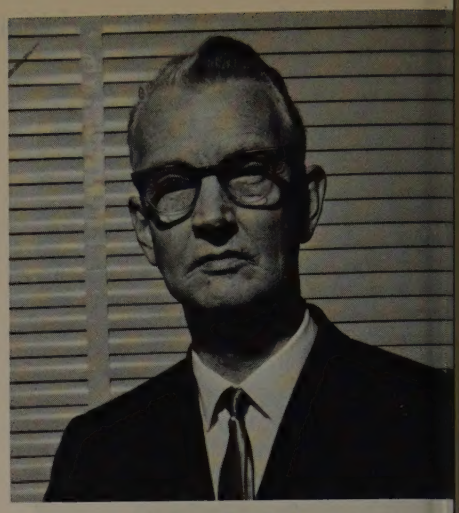
A veteran British Columbia labour leader, William Black, announced that he is calling it quits this month.

Mr. Black is business manager of the B.C. Hospital Employees Union, which represents all hospital employees in the province covered by contracts of the Canadian Union of Public Employees. He announced his retirement at the biennial convention of his union, held during June in New Westminster.

A Vice-President of the Canadian Labour Congress for the Pacific region from 1962 to 1966, Mr. Black retired at the CLC's 1966 constitutional convention in Winnipeg.

Now 63, he told the convention that he had planned to retire at the age of 60. At that time, however, he was engaged in the 1967 negotiations for the union with the B.C. Hospital Association, and was unable to leave. During his career, he held office in practically every segment of the broad labour movement, from local to national level.

All but four B.C. hospitals have delegated their bargaining authority to the B.C. Hospital Association, which conducts the negotiations with the B.C. Hospital Employees Union.



Horace Pettigrove

Senior conciliator retires from Department

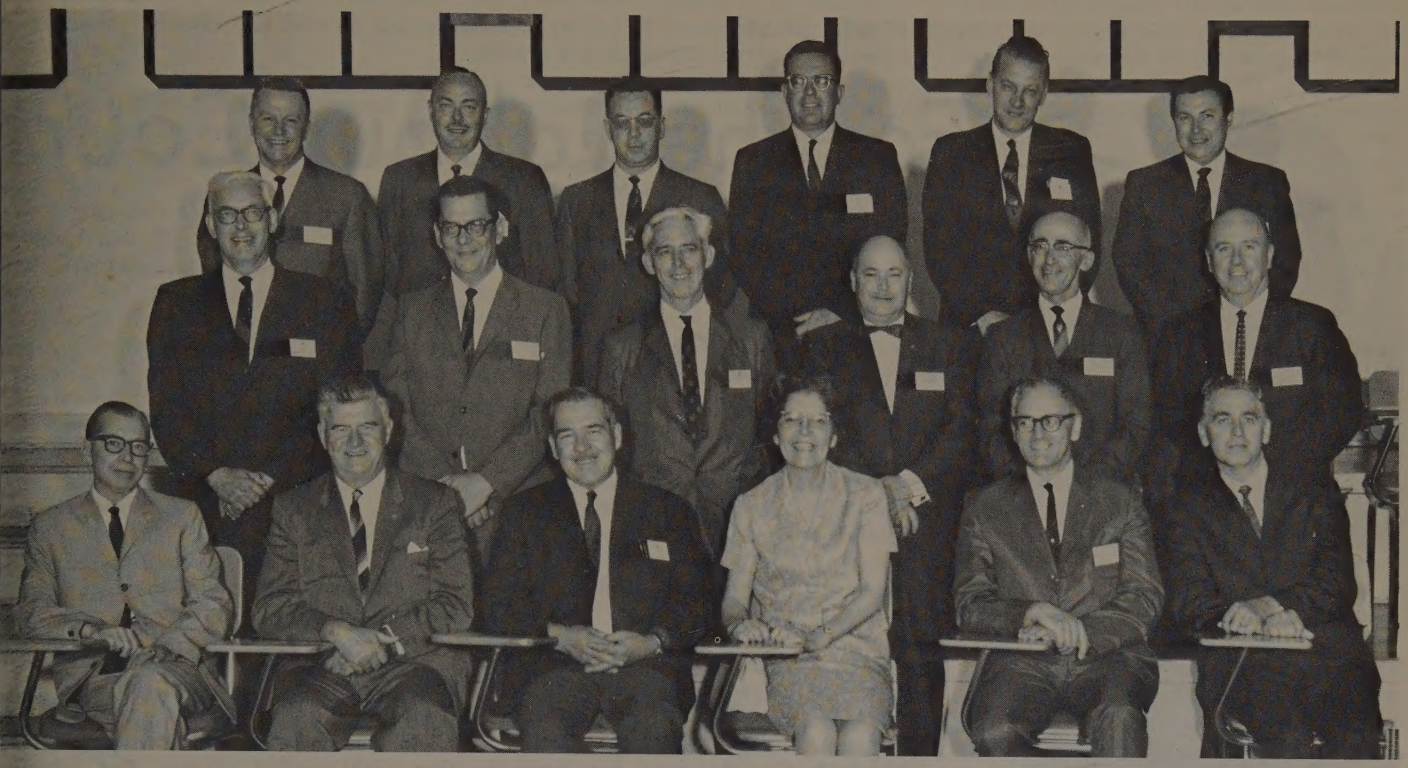
Horace R. Pettigrove, a widely know labour conciliator of the Canada Depar ment of Labour, retired in May after 2 years service with the Department. H was the senior federal conciliator of th Conciliation and Arbitration Branch i the Atlantic provinces, with headquarte in Fredericton, since 1942.

Mr. Pettigrove assisted Judge Ivan C Rand in the settlement of the 1946 strik at the Ford Motor Company in Windso It was during this settlement that th now-famous Rand Formula (L. G. 194 p. 123) for checkoff of union dues wa devised. He again assisted Judge Ran as a labour relations adviser to the 196 Rand Royal Commission on Coal (L. C 1960, p. 1117).

Mr. Pettigrove headed the Canadia delegation to the International Labou Organization's Coal Mines Committe held in 1949 in Pittsburgh. He was a adviser to the Government delegation t the 36th general conference of th ILO in 1953, and he headed the Canadia delegation to the ILO Textiles Committe in 1955 in Geneva.

Mr. Pettigrove was assigned in 1966 t investigate problems concerning the ap plication of the terms of the Canad Labour (Standards) Code to the wate borne shipping industry in Newfoundlan His experience with labour and manage ment negotiating teams was put to goo use in working out a settlement tha avoided a potentially costly work stoppag of the Newfoundland ferry service i 1967.

Labour Standards Conference



The Chiefs of Field Offices and headquarters personnel of the Labour Standards Branch, Canada Department of Labour, met from June 17 to 21 inclusive at the Canadian Emergency Measures College in Arnprior, Ont., to discuss and review the Canada Labour (Standards) Code, Fair Wages legislation and other matters of mutual concern, including the development of a management philosophy. Front row: A. E. Long, Ottawa; C. J. Quinn, Ottawa; G. E. Hotchkiss, Chief, Fair Wages Division, Ottawa; Miss J. L. Lacombe, Ottawa; B. H. Hardie, Director, Ottawa; L. M. Noel, St. John's. Middle row: W. E. Sproule, Chief, Standards Division, Ottawa; G. A. Carrier, Ottawa; A. L. Leonard, Montreal; H. B. Hamm, Assistant Director, Ottawa; A. J. Powers, Fredericton; A. Gordon Bruce, Ottawa; Back row: F. J. Bayer, Halifax; D. K. Deyell, Ottawa; W. J. C. Burr, Ottawa; B. W. Dodd, Edmonton; C. A. Frey, Winnipeg; J. W. McAteer, Toronto.

Director-General Waisglass addresses labour statistics conference

What changes must be made to reduce violence and enlarge opportunities for all citizens, particularly the poor, the powerless and the disinherited to participate fully in changing, adapting and revitalizing our institutions?

The question was posed in a keynote address delivered by Harry J. Waisglass, Director-General, Research and Development, Canada Department of Labour, to the North American Conference on Labor Statistics held in Richmond, Va., on June 7.

Mr. Waisglass said that there is a need to discover new and revitalized forms for citizen participation with government in the improvement of urban life.

"Government will have to find ways to provide financial support and leadership training without dominating voluntary groups or destroying their vitality, initiative and capacity for creative and independent thinking."

What changes must be made, he asked, to create new institutions for resolving community conflicts over rights, interests and expectations, and for the improvement of the quality of urban life?

In the main, he said, involvement in the social, economic and political environment takes the shape of a concrete, tangible expression of rising expectations. People expect an economy to be managed wisely in order to provide full employment, rising incomes for all, a more equitable distribution of income and leisure, and expanding opportunities for creative work and play. And they look for job security and income security, while at the same time expecting change that will be exhilarating, stimulating and rewarding.

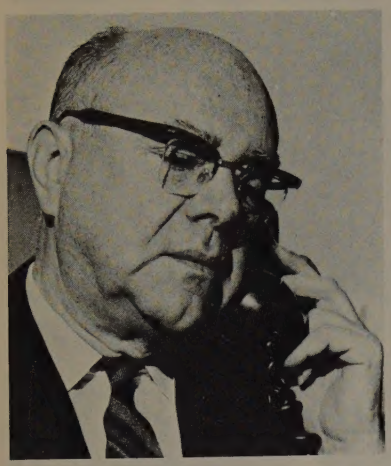
Mr. Waisglass accused economists of having been concerned almost exclusively with the quantitative problems of production, while failing to face or to grip the fundamental problem of distribution.

"Thus we find ourselves, after decades of a rising momentum of social expectations, still fumbling and unsure in the face of the root problem demanding solution—the equitable distribution of income in our societies."

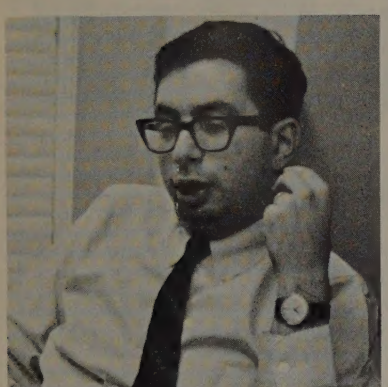
Mr. Waisglass suggested that, to maintain their effectiveness and influence and the confidence of society, economists and statisticians had a priority need to develop new tools to assist the community in solving its social problems.

"I believe it is not far from the truth to suggest that society is no longer satisfied with the traditional economic efficiency answers," he said. "They want more and better answers compatible with their rising expectations—and they want them soon."

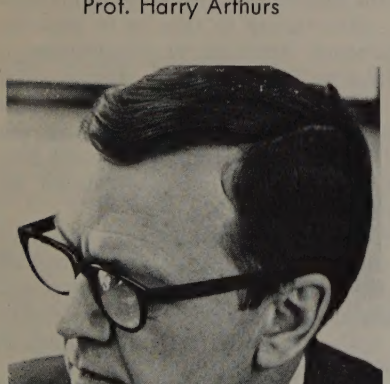
Is There a Place For the Labour Court In Canada?



Judge René Lippé



Prof. Harry Arthurs



Prof. C. Roy Brookbank

Of late, there has been much discussion concerning the advantages and disadvantages of establishing a labour court in Canada.

Although Canada does not have a system of labour courts, several other countries, principally in Europe, do. These vary in flexibility of function and administration from non-intervention to compulsion.

Teamwork in Industry, a monthly paper published by the Labour-Management Consultation Branch of the Department, arranged for a telephone discussion between Judge René Lippé, District Judge of the Province of Quebec, Prof. Harry Arthurs, Associate Professor of Labour Law at Osgoode Hall Law School, and Prof. C. Roy Brookbank, Department of Commerce and School of Business, Dalhousie University, to discuss the feasibility of establishing a labour court in Canada. This dialogue is excerpted from the April issue of *Teamwork*. The speakers considered the pros and cons of labour courts.

Judge Lippé, although he had not made a thorough study of either labour courts or labour tribunals, expressed some of the objections toward them that he had heard from representatives of both employers and unions in Quebec. "The question is whether labour courts are a necessity, and what improvements they might bring; then divide the matter into conflict of law and conflict of interest." As far as he was concerned, the problem of conflict of interest is a complex one. There are problems concerning the union's right to strike and, on behalf of both unions and employers, pay determinatio by a third party. He didn't think that th parties would like that.

He had fewer reservations in connec tion with conflict of law. But labou especially the international unions i Quebec, will ask: "Why should we chang when we have arbitration tribunals tha are labour courts of sorts? Why shoul we proceed with our conflicts of la before an arbitrator who will be impose upon us when we can choose arbitrato and pay them ourselves?"

Prof. Brookbank said: "This clearl illustrates one of the basic problems whe we ask, 'Why should we not have labou courts in Canada?' It surrounds th definition of a labour court, and what it functions would be. There are variou kinds of labour courts in different parts c the world. The Swedish labour court, fo example, is quite a different animal fro the labour court in Australia. It would b difficult to get any kind of agreement o whether or not such a system would b good for Canada until it's been clearl decided what the function of a labou court would be."

Prof. Arthurs concurred with both c those remarks. "Certainly all of th European labour court systems are per forming work roughly equivalent to tha of our arbitration boards and, to som extent, our labour relations boards. Nom of them are compulsory arbitration tr bunals dealing with interest disputes o the Australian model. So what we woul be doing is displacing arbitration board and possibly labour boards.

"Now, the real risk is that they woul

e displacing the distinctive jurisprudence hese bodies have built up. We would run he risk of creating instead something that huch more closely resembles the general aw, which is, as I think most everyone grees, inappropriate to resolving labour ontroversies."

Prof. Arthurs then pointed out that, if abour courts in Canada followed the uropean model, they would deal with ights disputes, rather than interest isputes.

Prof. Brookbank pointed out that, in weden, the labour court only deals ith disputes that arise from collective greements. "But the initiative for taking grievance to that stage still rests — as it oes in Canada — with the interested arties. The court does not have any nitiative of its own.

"The existence of a labour court in weden has produced a number of things orth considering: for one, impartial and erhaps more balanced decisions on the rbitration level. The court is composed of eople experienced on the labour side, on he management side and in law. There is ome suggestion that, with the conti- uity of this group, the decisions are made n a considered and objective way which, erhaps, is not altogether the case in anada, where more arbitration is on an *d hoc* basis."

Prof. Arthurs remarked that the case oad of the Swedish labour court is oughly thirty cases a year. "It does its ost effective work not by adjudicating t all, but by a form of informal conciliа- ion of grievance disputes and rights isputes prior to adjudication. Now, in ntario, just to give you some compara- ive figures, about twelve hundred arbi- ration awards are handed down annually. f we were to expect the same kind of case oad out of a Canadian labour court it eems to me we would be inviting a much ore rigid, much less sophisticated form f decision making than you receive in weden where every case is, of course, a recedent and there's time for mature eflection and it's a very statesman-like xercise."

Judge Lippé interjected: "Yes, but on't you think it is a matter of balance of onveniences? Don't you think the end esult of labour courts in connection with onflicts of law would be to stabilize the ecisions? I would say that might be on he credit side of it."

Prof. Arthurs said: "I make that a very efinite debit. First of all because I don't hink industrial relations values are ready to be stabilized. I think there is as yet too much disagreement between labour and management and, for that matter, between the parties and the public. We are not ready for a system to be created.

"Secondly, it seems to me that the system and the problems that it throws up are always changing, so that a system which tended to produce precedents would stifle the parties. I think it would create more friction than it would dissipate."

Judge Lippé asked if it would be better for all concerned to have some stabilization in connection with some decisions.

Prof. Arthurs thought that decisions are best made in the context of specific relationships and in response to specific problems and values as times change. He preferred to see the utmost flexibility in terms of the decisions that are made; rather than continuity, and rather than stability.

Prof. Brookbank found himself between the two positions in terms of stability versus flexibility. "Perhaps these problems could be resolved — and now I'm speaking in a broader context than labour courts — if we had a continuing relationship between the two key groups, enabling them to cope with change in terms of good communication and good problem-solving on a continuing basis.

"As things stand now in Canada, because labour and management lack opportunity for a continuing dialogue on the national level, the kind of flexibility that is desirable might become disastrous. On the other hand, I would be very sorry to see rigidity develop in any system at this point."

Both Judge Lippé and Prof. Arthurs agreed.

Prof. Arthurs gave a few illustrations. "In the garment industry, which has a history of arbitration going back to 1919 — it's not by compulsion of law, of course, but by agreement of both parties — they've developed a very informal form of arbitration. No witnesses are called, the whole thing is done by experienced people who know each other, and they have a permanent chairman. They've developed a system which works very well for them. You go into a large manufacturing concern, an aircraft company or an automobile company, and you have almost a replication of court processes, because that's the kind of relationship those people want. To try and impose a manufacturing style on a garment industry, or the garment industry style on, say, an automobile plant would, I think, be disastrous for both of those relationships."

Concerning continuing dialogue on the national level, Prof. Arthurs believed that the successful labour court system depends on central labour and management bodies who appoint the partisan members of these courts and who also have the right of audience before them. "Sweden doesn't have the multiplicity of collective bargaining relationships we have in North America. Sweden has centralized bargaining, and centralized formulation of the ground rules. I would think that would be a terribly difficult thing for us to accomplish."

Then the three summed up their opinions.

Judge Lippé called for a full investigation of the subject, which would provide a task force to meet with representatives of employers and of unions to study this problem in depth.

Prof. Arthurs disagreed. "I think that the parties themselves can come near to making the kind of adjudicative mechanism that they think best suits their purposes. I would favour as much variety, as much experimentation and as much tailoring of the adjudication machinery to their needs as the parties feel they can come up with. So I would be inclined to oppose a general labour court." He cited the experience of the Ontario Labour Court in 1943 and 1944, which performed the function now performed by the Labour Relations Board. "It was actually a branch of the High Court of Ontario, and the experience of people who appeared before it and argued cases was most unsatisfactory."

Prof. Brookbank did not view a labour court on the European pattern as taking on any essentially new development in Canada. He believed that primarily it would be up to organized labour and employers to look at this in some depth and decide for themselves to either support or deny such a concept. "Constitutionally, it may be impossible for us to develop a labour court which represents all of Canada. It may be much more feasible to think about this kind of development, if it's desirable, on a provincial level." He agreed with the view of Prof. Arthurs to preserve flexibility. "At times, however, I fear that extremes of flexibility may allow people in power positions to take fairly strong action on the basis of expediency. If this becomes abuse of flexibility, it may deny us the kind of flexibility that we really need. In the long view, this might be much less desirable than a labour court."

Wage Parity for Canadian Workers

Several union groups this year have included demands for wage parity in contract negotiations. This has sparked a controversy concerning what it means for the Canadian economy: fair wages for workers, or unemployment and inflation?

WAGE parity for Canadian workers is a collective bargaining issue that has cropped up frequently during 1968 in a number of contract negotiations covering workers in several Canadian industries.

Much has been discussed in the past two decades concerning attempts to introduce pay scales for Canadian workers that are comparable with rates paid to American workers performing the same job duties. During the past year, however, real progress was made in the move to introduce wage parity for workers in Canadian firms.

The International Union, United Automobile, Aerospace and Agricultural Implement Workers of America fought for and won wage parity provisions in their 1968 contracts with the Big Three auto-making companies of Canada: Ford, Chrysler and General Motors.

UAW members are asking for similar wage benefits from Massey-Ferguson Ltd., North American Operations. Similar contract demands are being made in the Canadian plants of the rubber industry. The demand for wage parity has also been taken up by bus drivers, Air Canada pilots, and even by workers within different sectors of Canadian industry, such as the British Columbia forestry industry, where the interior workers want parity with coastal workers.

The subject of wage parity remains controversial.

Meaning of Parity

One of the problems is understanding what is meant by "wage parity." For the UAW, the term refers to dollar parity based on par values of the Canadian and United States currencies. Hence, Canadians will receive the same amount in Canadian dollars as Americans receive in American dollars. This means that, even with wage parity, there remains a 7.5-per-cent differential due to the lower exchange rate on the Canadian dollar.

In addition, the purchasing power of the Canadian dollar is less than that of the American dollar because of the difference in structures and productivities within the two economies. The amount of this difference is impossible to determine, because it is bound up with the problem of regional disparities within each of the two economies.

In the auto making industry, the unions sought parity for all of their Canadian members with workers in Detroit. In the rubber industry, however, there is a differential between pay scales for workers in various U.S. and Canadian plant

In the farm machinery industry, "parity" means dollar pariti minus a proportionate amount to compensate for trans portation costs of products and material, which are higher i Canada. This, the unions argue, enables the company to pa the higher unit labour costs incurred through the introductio of wage parity, yet still maintain a competitive busines position vis-à-vis firms in the U.S., who pay lower trans portation costs on their finished products.

Another issue deals with the length of time that wage pariti for workers in the same industry in each country will remai in effect. This situation suggests that the companies and union must negotiate a formula that will link the two pay scales, s that, as wages in one country rise, wages in the other will ris by a proportionate amount.

UAW Parity Contracts

The contract between Chrysler and UAW in Canada wa ratified on February 1, 1968 following a 12-day strike (L. G July, p. 397). It will be in effect from November 17, 1967 t September 15, 1970 to coincide with the agreement coverin Chrysler autoworkers in the U.S. Provision is made fo negotiating a single international agreement covering UAW workers in both countries at that time.

Wages were not an issue in this contract, because Chrysle in Detroit had earlier agreed to parity for the company Canadian employees. The contract provides that parity wi be introduced in stages and will be achieved by June 1, 1970.

The UAW contract with General Motors was ratified o March 28, 1968, to be effective from November 6, 1967 t September 14, 1970, the same date as for American UAW workers with Chrysler. Wage parity is to be introduced in fiv steps beginning in June 1968 and completed by June 197 Commenting on the issues involved in the agreement, E. H Walker, President of General Motors of Canada, said that th company offered wage parity conditional upon revisions tha would bring certain Canadian work practices into line wit those in the industry in the U.S. This would have introduce the problem of parity of machinery use to boost the produc tivity of Canadian workers to the level achieved by their U.S counterparts.

The Ford agreement was ratified on April 23, 1968 after seven-day strike by UAW members against the company

The contract is retroactive to December 1, 1967, and grants wage parity with U.S. Ford workers by 1970, coupled with the same fringe benefits granted under the Chrysler and GM agreements.

"Parity Premature"

The central issue in the dispute between the UAW and Ford was the company's demand for parity of work practices. Karl Scott, President of Ford of Canada, declared that the company had never disputed the principle of wage parity, but fought it on the grounds that it was premature at this time.

In the automotive industry, there is a Canada-United States Automotive Agreement, which provides a tariff pact covering automotive parts being exchanged between the two countries. The effect of this pact is to make the automotive industry a single, continental industry. The unions contend, therefore, that there should be no differential between pay scales of Canadian and U.S. workers performing the same work, because there is no corresponding difference in market costs for the manufactured products.

The companies argue that Canadian plants in the industry achieve lower economies of scale. These result because older plant equipment is used in Canada, work procedures differ widely from those used in U.S. plants, and Canadian plants are designed to handle a lower volume of production. Until these difficulties are overcome, wage parity is "premature."

"Increased Productivity"

Not so, says the UAW. George Burt, recently retired Canadian Director of the UAW, told delegates to the 1967 collective bargaining convention of the union in Detroit that, between 1964 and 1966, shipments of automotive products from the United States had increased by about $632 million, whereas shipments from Canada to the United States had increased by about $124 million. Between these two years, the total automotive trade in both directions had tripled.

"In Canada," said Mr. Burt, "whole new plants have been built and others have been completely renovated to produce vehicles and parts, largely for the U.S. market. The new plants have made use of the most modern and efficient production machinery available, with a corresponding increase in the productivity of the workers in the plants." The vast expansion, which has opened up the combined U.S.-Canadian market to plants in both countries, removes "the last shadow of justification" for the continuation of wage differentials between the auto industry plants in the two countries, Mr. Burt said in his statement.

"Illusory Concept"

Speaking about wage parity in his report to the 97th annual convention of the Canadian Manufacturers' Association, J. C. Whitelaw, CMA Executive Vice-President and General Manager, remarked that "wage parity under present conditions is an illusory concept." One of the goals of the CMA, as stated in Mr. Whitelaw's report, is to achieve a high standard of living, which "must be predicated upon our being able to compete on equal footing with other countries in terms of productivity, costs and markets." The report calls for wage increases being based on justifiable economic grounds, although it does not describe what these grounds might be.

Some economists in this field maintain that a widening of the productivity gap between Canadian and U.S. manufacturing workers is making the goal of wage parity steadily more unrealistic. They show that any move toward wage parity unaccompanied by a closing of the productivity gap would lead to severe inflation, slower growth or higher unemployment.

That inflation is caused by increases in wage rates has been the charge of many opponents of wage parity. Research into this issue appears to be based on subjective interpretation of the statistics. When the economy is operating at a high level of capacity, productivity declines as the economy reaches the peak of the cycle. No one knows how close we are to the peak, but certain indications are apparent. Present statistics pertaining to the Canadian economy show that unemployment is increasing and production is leveling off. Prices should level off, but they are still rising. This indicates the pattern of a cost-push inflationary condition. Increased wage rates through wage parity could aggravate this condition, but there is no evidence that they would do so any more than other kinds of wage increases. But the question remains: How significant is the relationship between wage parity and inflation?

Fears have been expressed in several quarters that wage parity for Canadian automotive workers may have the result only of assuring and strengthening the job security of American UAW members, while increasing job insecurity for Canadian members of the same union. Competitive disadvantages then result, these persons predict.

An example of work practices that differ in Canadian industry from those of American industry is found in the General Motors plants in Oshawa. E. H. Walker, President of GM, points out that the Oshawa plants have an outdated system of use for their manufacturing equipment, because assembly lines close down for a half-hour break to give employees rest and washup periods during each work turn. The U.S. "competitors" don't do this, because work shifts are rotated in such a way that the lines do not need to be shut down. What is needed here, the company says, is higher use of manufacturing equipment by Canadian workers.

The Canadian workers in 1946 won the right to take two 15-minute coffee breaks during the shift, which means that they work 7½ hours a day on the average. They are reluctant to relinquish this benefit. In the American plants, some workers spell off others while they take their rest breaks, and production is continuous. Some auto making plants, especially Ford's Oakville plant and GM's Ste. Thérèse plant, are more modern and more productive in the sense that they are the most recent plants to be built. They also have rest break shut-downs.

Productivity Differences

Economists who have compared Canadian and American productivity show several reasons for the differences in rates:

- a higher percentage of the American population is employed because the U.S. has more women workers per capita;
- Americans, on the whole, have more formal education;
- American industry spends as much money on research and development as it does on capital investment, whereas Canadian industry spends only one tenth as much on research and development as it does on capital investment;
- American industry spends twice as much on new machinery and equipment as it does on new construction; Canadian industry spends about the same amount on each.

The Economic Council of Canada estimates that the productivity of Canadian workers is 30 to 36 per cent lower than in the U.S. In spite of the large disparity, this figure compares favourably with the productivity levels of other countries when these are compared with the U.S. levels. In Sweden, for example, productivity is 40 per cent lower; in West Germany, 60 per cent lower; and in Britain, 80 per cent lower.

Canadian subsidiaries of American companies are demanding that the gap between the productivity levels of the two countries be narrowed. A future article of the LABOUR GAZETTE will examine the productivity issue more closely.

The issue of productivity is very much up in the air in the farm machinery industry. To avoid the issue of lower productivity and higher unit labour costs created by wage parity for

their workers, Massey-Ferguson has threatened to move its Canadian plant to the U.S. The company revealed last spring that the Canadian operations are now in a loss position. This will likely continue to be the position throughout 1968 and probably into 1969.

Although these operations are only a small part of the world-wide organization, the Canadian position had a significant impact on the decline in the rate of earnings of Massey-Ferguson. About 80 per cent of Massey-Ferguson's North American production workers are employed at Brantford and Toronto.

Massey-Ferguson argues that wage parity would destroy its competitive position in the U.S. market. It estimates that the cost of parity, over and above the benefits now offered, would be about $6 million a year. The book value of plant and equipment in Canada is in the neighbourhood of $30 million, and, in the event of any move, much of this could be recovered through salvage and sale of land. Therefore, the period of amortization to cover the cost of moving would be less than five years. The Verity Plants and the old section of the Toronto works—foundry would have to be replaced by new plants, even if the move does not occur.

The North American Combine factory in Brantford was built about three years ago, and more than 2,000 of Massey-Ferguson's employees work there. The total number of wage earners in Brantford is about 22,000. A strike by the UAW against Massey-Ferguson began in mid-April, and was not yet settled at the time of writing. The strike fund paid single workers $20 a week, married workers $30 week, regardless of the number of dependents.

Rise in Real Output

In a 35-page brief submitted to the Royal Commission on Farm Machinery in January 1968, the Canadian Labour Congress noted that, between 1962 and 1965, output in the farm machinery industry rose for each man-hour by 35.4 per cent, or 10.6 per cent a year. Output for each employee increased by 44.3 per cent at a rate of 13 per cent annually.

During the same period, the brief continues, real output in the industry rose by 99 per cent, and value added in manufacturing increased by 95.9 per cent. Wages and salaries went up by only 54.6 per cent, however. At the same time, profits and other non-labour costs for the finished product were nearly tripled, increasing by 195.9 per cent. As a result, unit labour costs during this period actually dropped by more than one fifth, although profits and other non-labour costs for each unit increased by about one half.

In contrast, the brief observes, unit labour costs in the U.S. were almost unchanged, and unit profits rose by only 5 per cent, although there was no marked difference in prices between finished products manufactured by Massey-Ferguson in Canada and products of other farm machinery companies in the U.S. (These estimates were based on data from the Dominion Bureau of Statistics.)

Difficulties in Rubber

In the Canadian rubber industry, talks have been conducted between the United Rubber Workers and two major rubber companies, the Goodyear Tire and Rubber Co. Ltd. and Firestone Tire and Rubber Co. Ltd. These companies together employ roughly 3,900 employees in Hamilton, New Toronto and Bowmanville.

The wage parity issue in the rubber industry is more complex because rates in the U.S. rubber industry vary between plants within a company. Wage parity is being sought with workers in Akron, Ohio, the rubber centre of the U.S. The current gap between the Canadian and Akron rates is about 90 cents an hour, and future increases in the U.S. could raise the difference by an additional 30 cents.

An additional complicating factor is that skilled tradesmen in the rubber industry want to widen the wage gap between themselves and production workers, which is now 10 cents an hour.

Workers at Firestone in Hamilton staged a brief strike lasting four days in May. Workers at Goodyear in Etobicoke and Bowmanville went out on strike for several weeks.

Wage Parity Achieved

Employees of Colonial Coach Lines Ltd., of Toronto, last April won parity with wage rates paid by Greyhound Bus Lines in the Eastern United States. The contract was ratified in April, retroactive to November 15. The three-year agreement, negotiated by the Canadian Brotherhood of Railway, Transport and General Workers, covers 350 employees in Toronto, Ottawa and Montreal. Other than seasonal fluctuations, there has been no reported increases in bus fares as a result of the contract.

Some labour observers are asking, "What's all the fuss about? Some industries have paid wage parity for years."

The largest and economically most significant Canadian industry now paying wages comparable to those in the U.S. is pulp and paper. The equalization of rates for workers on the coast of British Columbia occurred quietly in small bits. Union membership in the International Woodworkers of America is about 28,000. The Canadian wages of a west coast pulp and paper labourer last year were $2.85 (Canadian) an hour, whereas the U.S. labourer in the west coast industry got $2.83 (U.S.).

B.C. coastal woodworkers now get $2.76 (Canadian) an hour, which amounts to more than parity with Washington and Oregon workers, who get an estimated $2.69 (U.S.) an hour. There is a 50-cent differential for interior woodworkers but these workers recently negotiated a settlement that will grant them a base wage rate of $2.98 by fall 1969, a 72-cent wage gain over 26 months. In some eastern Canada areas wages for equivalent labour are less than half the wages paid in B.C.

The basic steel industry in Ontario last year paid a worker in the lowest Canadian steel mill job classification $2.8[illegible] (Canadian) compared with $2.445 (U.S.) for a similar worker at the U.S. Steel Corporation. The United Steelworkers of America, with 130,000 Canadian members, maintain agreements offering parity rates with all but one of the Canadian steel mills.

In the Canadian tobacco industry, the average wage rate is higher than the American rate. In 1950, the pay for Canadian tobacco workers was significantly lower than in the U.S. One reason for the large increase is that the Canadian industry is centred in a high wage area, whereas the U.S. industry is in a much lower wage area.

Electrical workers with Canadian General Electric Co. Ltd. in Montreal, went on strike last year for wage parity with Ontario workers. And Canadian air line mechanics, members of the International Association of Machinists and Aerospace Workers, in their recent contract negotiations, won wage rates that were very close to those paid to U.S. workers. Other examples of near-parity are to be found in the oil and shipping industries in Canada, covering oil workers and Seaway dock workers.

CLC Viewpoint

Shortly after his election as President of the Canadian Labour Congress, Donald MacDonald was asked for his views on the wage parity issue. "There seems to be an impression abroad that labour officially at this time is seeking parity with American wages on an overall basis. And this is just not

so. We know the economic facts of life. In the automobile industry, I think that parity is justified. How can it be otherwise, with a common market? The workers don't control the productivity difference," he pointed out.

Mr. MacDonald's view is that the 7.5-per-cent difference in the exchange rates of the U.S. and Canadian currencies offsets the productivity gap. Although unit costs depend to a large extent on volume and market of the finished product, this is not so in the automobile industry, where there is only one continental market, he said. Therefore, the CLC is asking for parity in areas where market conditions justify it.

So many factors apply, such as differences between markets, that it would be impossible to introduce it in all industries. "But there are many industries where parity is applicable. In some industries, the profit margin is so huge and the labour cost factor so small that, even though there is a great difference in productivity, as measured by the criteria that we have, the introduction of parity would mean very little to these employers." Mr. MacDonald made particular reference to the oil and chemical industries.

The CLC's position is, "Workers have always accepted that what they could bargain out of their industry was what they could get." Therefore, he indicated, parity settlements would not create a situation of wage imbalance between parity industries and labour-intensive industries that are far behind in wage scales.

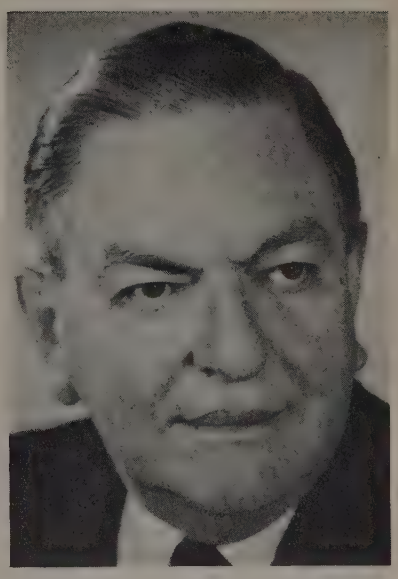
Some labour economists say that parity will come as a result of market forces. Where productivity justifies it, and both parties are strong and well organized, it is inevitable. As more industries reach the productivity levels of their U.S. competitors, they too will face the same demands, one economist said.

But still the debate continues, as more vocal demands are being made for wage parity to give the workers a fair wage, and as opponents of the issue fight it down to prevent the higher unemployment and inflation they associate with higher unit labour costs.

The Human Aspect of Change

J. M. Callaway

Controversy over the Freedman Report continues. Two recent articles, one by labour and one by management, point out that the gap between viewpoints respecting its recommendations is still wide.



W. T. Wilson

TECHNOLOGICAL advances in Canadian railroading have led to reorganization of work procedures and practices to effect a change from manpower to cybernetics. Accompanying this change has been displacement of workers whose jobs have been rendered obsolete.

Protests against the way in which run-throughs were introduced by Canadian National Railways, combined with the fears of the consequences on train crews led to wildcat strikes at Wainwright, Alta., and Nakina, Ont., in 1963. It was these illegal walkouts that precipitated the Freedman Industrial Inquiry Commission (L. G. 1966, p. 4), which proposed recommendations designed to cope with the problem of introducing technological and other change without adversely affecting the workers.

In an article titled "Forward from Freedman" in the winter 1967 issue of *The Business Quarterly*, published by the School of Business Administration, University of Western Ontario, London, W. T. Wilson, Vice-President of Personnel and Labour Relations, Canadian National Railways, discusses agreements reached with railway unions to cope with problems arising from technological and other change.

Mr. Wilson focuses on the problem of change, and in

particular on management responsibility for the management of change. He points out that "it is the human aspect of change that most often causes delay." The need is for an "integrated solution" that both facilitates change and minimizes the adverse impact on employees.

Mr. Wilson quotes the unanimous report of a conciliation board that dealt with a dispute affecting the Brotherhood of Railroad Trainmen in 1966. That board reported "basic agreement" between the company and the brotherhood on the "railway's right to determine and effect technological innovations" and on "negotiations between the union and the railway on protective conditions to apply to affected employees."

The board reported also its inability to reconcile differences over the *modus operandi* of resolving such protective conditions "in the absence of mutual agreement." It is the solution to the problem of the *modus operandi* that Mr. Wilson claims has been reached by the company and several unions on an agreed clause dealing with technological change.

Mr. Wilson disagrees with Mr. Justice Samuel Freedman's recommendation to submit the charge itself to negotiation, because it gives the unions the right to decide whether or not a technological or other change should be made. From the obverse viewpoint, he mentions the difficulty facing a union in having to choose between giving formal agreement to the introduction of a technological change that could adversely affect some of its members, or insisting that a change be delayed, and thus having it mixed up with other bargaining procedures. He cites, from his own experience, an incident in which a union refused to participate in a joint study of measures to minimize the impact of a shop closure upon its employees, because it did not wish to compromise its opposition to the closure.

After quoting written CN policy, dated 1963, dealing with several ways "to minimize the impact of work force adjustments on affected employees," Mr. Wilson analyzes the technological change clause in recent agreements made between the company and several unions. These unions represent three groups of non-operating employees and the locomotive engineers.

The provisions of the clause in these agreements specify that:

- the company will give at least 60 days notice of any such proposed change, and not less than 90 days notice if employees concerned must relocate;
- the company and unions will negotiate measures to minimize the adverse effects on employees, including severance, loss of wages, moving expenses, travelling expenses, retraining, and seniority;
- fixed times will be allowed for each stage of negotiations so that there is no undue delay in reaching a decision;
- the referee's decision will be final and binding;
- the referee participating in an unsettled dispute will confine his decisions "to measures for minimizing the adverse effects or change," and he will not decide any question respecting "change that affects working conditions" or "right of the company to make change."

Mr. Wilson calls this a step forward from the Freedman recommendation in that "it provides for the essential flexibility in inventing new solutions to new problems." He believes that this clause recognizes the right of management to introduce technological and other changes while at the same time recognizing the obligation of management and unions to negotiate for a final decision to minimize the adverse effects of such change.

Sharp disagreement to this proposal was registered by J. M. Callaway, Special Representative of the Brotherhood of Railroad Trainmen in a rebuttal appearing in *Trainman News in Canada*, March 1968, published by the Brotherhood of Railroad Trainmen. In his polemic, Mr. Callaway charges that the agreement does little more than set out for employees a notice period of when a material change is to be made.

He states that there is a well-established precedent for negotiations concerning severance, loss of wages, moving expenses, and other items mentioned in the agreement as negotiable topics for company and unions. He does not describe this procedure.

He asserts, however, that "it is economically advisable for management to allow these expenses, as it often means the difference between keeping trained employees and retraining a new staff."

Under the agreement, as pointed out above, an arbitrator cannot decide upon issues concerning whether a given change is material, or whether it should be made. Mr. Callaway rebukes the railway companies for not sharing with the unions the decision as to whether or not a change should be made, because such change affects the core interests of the workers directly involved in such a decision.

He asks: "Who is to determine whether the change is material?" Management, he points out, retains the right to make these decisions, which is acknowledged by the unions' participation in the agreements. He takes sharp issue with this view, calling instead for a "parity" arrangement that would compel the company and the unions to accept equal responsibility for the economic and social consequences of change.

Mr. Callaway concludes that, only when management and unions become equal partners in the examination and introduction of work changes, "will labour-management relations genuinely go forward from Freedman." To accomplish this, he contends, legislation must be enacted to give effect to Mr. Justice Freedman's recommendations.

Employment Fatalities

First Quarter, 1968

The department has received reports on 177 employment fatalities that occurred in Canada during the first quarter of 1968. During the previous quarter, 279 fatalities were recorded. This is 98 more than the previously published total of 181 (L. G., April, p. 216). In the first quarter of last year, 257 fatalities were recorded—46 more than the preliminary figure of 211 (L. G., Sept. 1967, p. 572).

During the quarter, four multifatality accidents brought death to 14 workmen. In February, five loggers died in a two-truck, head-on collision when the driver lost control on an icy road near Quesnel, B.C. In the same month, three construction workers drowned in the Ottawa River when their overloaded truck went through the ice; and three mining technologists died in an aeroplane crash near Peace River, B.C. Three coal miners were killed in March when struck by a mine car in a Glace Bay, N.S., coal mine.

Four industry divisions accounted for 72.9 per cent of the total number of fatalities.* Of the total, 37 occurred in construction, 33 in transportation, 31 in manufacturing and 28 in mining. The remaining 27.1 per cent were distributed in other industry divisions as follows: forestry, 9.6 per cent; trade, 6.8 per cent; public administration, 5.6 per cent; service, 4.5 per cent; and fishing, 0.6 per cent. No fatalities were reported in agriculture.

The 25-44 age group accounted for 53.7 per cent of the total number of fatalities. Workers in the 45-64 age group accounted for 29.9 per cent, and the remaining 16.4 per cent were distributed among other age groups as follows: 20-24 age group, 11.9 per cent; 65 and over, 2.8 per cent; and 14-19 age group, 1.7 per cent.

Four occupational divisions accounted for 78.0 per cent of the fatalities: craftsmen, production process and related workers, 30.5 per cent; transportation and communication workers, 21.5 per cent; labourers and unskilled workers (not agricultural, logging, fishing or mining), 13.6 per cent; and miners, quarrymen and related workers, 12.4 per cent.

The distribution of the remaining 22.0 per cent among other occupational divisions was as follows: loggers and related workers, 10.2 per cent; service and recreation, 5.1 per cent; managerial and professional, 2.2 per cent each; sales occupations, 1.7 per cent; and fishermen, 0.6 per cent. There were no fatalities recorded for farmers or clerical workers.

Three accident-type categories accounted for 66.1 per cent of the total number of fatalities. These were: collisions, derailments, wrecks, etc., 24.9 per cent; struck by different objects, 22.6 per cent; and falls and slips, 18.6 per cent. The remaining 33.9 per cent were distributed among other accident-type categories as follows: caught in, on or between different objects, 11.3 per cent; conflagrations, temperature extremes and explosions, 6.2 per cent; miscellaneous accidents, 5.1 per cent; over-exertion, 4.5 per cent; inhalations, absorptions and industrial diseases, 4.0 per cent; and contact with electric current, 2.8 per cent. No fatalities were recorded in the striking against or stepping on objects accident-type category.

A cross section analysis of the greatest concentration of fatalities reveals that the 25-44 age group accounted for 67.6 per cent of the total number of accidents in construction, and 51.5 per cent in transportation. An examination of the concentration of fatalities by occupation and industry shows that craftsmen, production process and related workers accounted for 48.6 per cent of the fatalities that occurred in construction, and 61.3 per cent of those in manufacturing. Transport and communications workers accounted for 66.7 per cent of the total number of fatalities that occurred in the transportation industry.

An analysis of cross classifications of industry divisions by main accident-type categories reveals that 53.0 per cent of the fatalities in forestry and 27.3 per cent in the transportation industry were the result of the victim being struck by different objects; 45.5 per cent of fatalities in transportation were the result of collisions, derailments, wrecks, etc.; and 43.2 per cent of fatalities in construction were the result of falls and slips.

During the quarter under review, there were 65 fatalities in January, 73 in February and 39 in March. By province, the largest number of fatalities, 59, occurred in Ontario; in British Columbia there were 39, and in Alberta, 35.

The employment fatalities covered in this review are those sustained by persons gainfully employed. They occurred during the course of or arose out of their employment, and they include deaths resulting from industrial diseases.

Statistics on employment fatalities are compiled by the Economics and Research Branch of the Department from reports received from the provincial Workmen's Compensation Boards and certain other official sources. Newspaper reports are used to supplement these. For industries not covered by workmen's compensation legislation, newspaper reports are the department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups, is not as complete as it is in industries covered by workmen's compensation legislation. Similarly, a small number of traffic accidents, which are in fact industrial, may be omitted from the department's records because of lack of information in press reports.

The number of fatalities that occurred during the period under review is usually greater than indicated in the article and tables. Fatalities that were not reported in time for inclusion, however, are recorded in supplementary lists, and statistics are revised accordingly in the next annual review.

*See Table H, p. 516.

The Technological Gap

In Canada

Canada is lagging behind in its efforts to fully develop its scientific and technological capabilities, indicates a special study prepared by the OECD Scientific Affairs Directorate, and reported in the April issue of the *OECD Observer*.

The study, which consisted of a general report on technological gaps between member countries, an analysis of the gaps, and a series of sector studies in different branches of the manufacturing industry, places the United States well ahead in general education effort, particularly in terms of the stock and output of university-trained people. It has a well-trained body of managers in private industry, and its graduates are more likely to enter management positions than in Europe. The U.S. has also a substantial lead in the output of pure science graduates that only Britain can approach in relative terms.

A surprise revelation of the study is the number of Ph.D. degrees in both France and Britain. These countries together have as many doctorates in pure science as the U.S., and more surprisingly still, the European effort in technological education surpasses the U.S. effort in both relative and absolute terms.

The report indicates that Britain is placing strong emphasis on the production of scientists and technologists. Generally speaking, the proportion of educational effort devoted to science and technology combined is higher in Europe than in the U.S.

These findings on scientific and technical manpower "clearly pose the question whether European countries are devoting sufficient resources to research activities and to investment in the research-intensive industrial sectors to derive maximum benefit from their relatively large educational effort in science and technology," the article states. The findings suggest also that the U.S. should consider whether it is building up higher scientific and technological education sufficiently to meet the demands of industry and government.

Europe is losing approximately 2,000 scientists and engineers annually. "If, as these figures suggest, there is an imbalance between the supply and utilization of scientists and engineers within and between industrial countries, this may be at the heart of the problem of the 'brain drain'," the article states.

In research and development, the gap between the U.S. and Europe is very wide, both in absolute terms and when expenditure is expressed as a proportion of national product. In 1964, the U.S. devoted 3.4 per cent of its GNP to research and development; the economically advanced European countries devoted 1.5 per cent; Japan 1.4 per cent; and Canada a mere 1.1 per cent. But the combined efforts of the four Western European countries (Britain, France, Germany, The Netherlands) show some closing of the expenditure gap between 1958 and 1964, the U.S. index of Gross National Expenditure on research and development rising by a quarter, and that of the European countries by well over 40 per cent.

In key research-intensive industries such as aircraft, electrical and chemical, which are primary areas of growth and opportunity, the disparities in research and development are even more revealing. The U.S. spends 46.4 per cent of its research and development expenditures in this area. Britain spends 41.3 per cent, Belgium 40.9 per cent, Germany 39.7 per cent, France and Japan both 33.7 per cent, The Netherlands 35.7 per cent, Sweden 33.6 per cent, Italy 28.7 per cent, and Canada 24.6 per cent. Only Austria and Norway, at 23.2 per cent and 16.8 per cent, spend less than Canada on the research-intensive industries.

"Licensing, foreign investment and the brain-drain should be seen in the broad context of technological development and exchange under modern conditions," the OECD article declares. "The efficient exploitation of advanced technologies calls for both technological resources beyond national boundaries and access to markets that are international in scope. This, added to the mobility of the factors of production (essentially knowledge, qualified manpower and capital), leads to a new emphasis in international exchange.

"Flows of manpower, investment and knowledge are undoubtedly beneficial to all countries, but in this new situation, some countries are experiencing problems which affect the development of their own technological capabilities."

Grain handlers win 50-cent increase over two years

Grain handlers employed at elevators in Vancouver and New Westminster, B.C., have ratified a two-year contract calling for a 50-cent hourly wage increase. Terms of the new contract call for a 25-cent-an-hour increase retroactive to December 1, 1967 with another 25-cent-an-hour increase to become effective on December 1, 1968.

Before the last contract was signed in 1965, the 550 grain handlers were on strike for two months. But D. S. Tysoe, chief conciliation officer for British Columbia, successfully mediated a dispute between the Grain Workers' Union, Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, and United Grain Growers, Ltd., Pacific Elevators Ltd., Alberta Wheat Pool, Saskatchewan Wheat Pool, and Burrard Terminals Ltd.

The new contract calls for improvements in the welfare plan, overtime, and hours of work. The parties agreed also to establish basic plans covering automation, job security, and supplemental employment benefits.

U.S. files 100 lawsuits under Equal Pay Act

The United States Department of Labor has filed 100 lawsuits in equal pay cases against employers who are not conforming to certain requirements of the Equal Pay Act of 1963.

This Act, which is an amendment to the Fair Labor Standards Act, prohibits an employer from practising wage discrimination among employees of the opposite sex. It provides that every employer having employees subject to the Act must pay equal wage rates within an establishment to men and women performing under similar working conditions, who are doing equal work on jobs requiring equal skill, effort and responsibility.

Most of the defendants in these cases are attempting to justify pay differentials on the grounds that 'heavy lifting' on the job warrants a higher pay for men. They are also using other 'state protective legislation' relating to women workers — such as limited hours of work, and the rest period and seating requirements — as excuses for not alloting equal pay.

The 'heavy lifting' excuse is also being used to discriminate against women in hiring policies, even though women have been performing the same kind of work as the men in certain plants for years.

Price Indexes

Consumer, May 1968

The consumer price index (1949=100) increased by 0.1 per cent to 154.2 at the beginning of May from 154.1 at the beginning of April. It was 4.1 per cent higher than the May 1967 level of 148.1.

The food index declined by 0.6 per cent to 148.9 from 149.8, but was 3.6 per cent higher than in May 1967. Many staple foods, including fresh milk, butter and cheese, remained unchanged in price, while bread, sugar and egg prices declined slightly. Lower prices were recorded for a number of meat items, especially beef.

Fresh fruit and vegetable prices increased, with higher quotations for grapefruit, bananas and apples, celery, onions and tomatoes. There was a marked decline in the price of lettuce.

The housing index rose by 0.3 per cent to 157.1 from 156.6 and was 4.4 per cent above the May 1967 level of 150.5. Rents increased by 0.3 per cent. Home-ownership costs continued to advance, while prices for home furnishings showed little change.

The clothing index declined by 0.4 per cent to 135.8 from 136.3. Sales on many articles accounted for decreases in all categories of wearing apparel.

The transportation index rose by 0.1 per cent to 161.0 from 160.8. The only major increase was one of approximately 10 per cent in domestic air fares. Partially offsetting this increase were declines of 0.2 per cent in prices of new automobiles and gasoline.

The health and personal care index rose by 0.4 per cent to 197.8 from 197.0. Higher prices were recorded for pharmaceuticals, most toiletries and for men's and women's hairdressing.

The recreation and reading index advanced by 1.2 per cent to 174.2 from 172.1, as a result of higher prices for cinema admissions, camera film, bicycles and some toys.

The tobacco and alcohol index edged up 0.1 per cent to 141.1 from 140.9, reflecting higher tobacco and cigarette prices in several cities.

Group indexes a year ago in May were: food 143.7; housing (shelter and household operation) 150.5; clothing 131.9; transportation 157.2; health and personal care 191.0; recreation and reading 166.6; tobacco and alcohol 127.9.

City Consumer, May 1968

Between April and May, consumer price indexes advanced in five regional cities and city combinations, declined in two, and remained unchanged in three. Movements ranged from an increase of 0.4 per cent in St. John's to a decrease of 0.2 per cent in Vancouver.

Food indexes rose in four cities, declined in four, and were unchanged in two. The housing index increased slightly in all cities except Montreal, where it declined 0.1 per cent.

The clothing index, because of many May sales, declined in five cities, remained unchanged in two and advanced slightly in three. Higher domestic air fares contributed to a rise in the transportation index in seven cities; slight declines in automobile prices outweighed these increases in some western cities.

The health and personal care index advanced in all cities, reflecting higher prices for most pharmaceuticals and many personal care items. The recreation and reading indexes and the tobacco and alcohol indexes registered mixed movements across the country.

Regional consumer price index point changes between April 1968 and May 1968 were as follows: St. John's +0.6 to 135.0*; Saint John +0.5 to 149.3; Ottawa +0.5 to 153.0; Saskatoon-Regina +0.5 to 144.5; Winnipeg +0.4 to 149.4; Halifax remained at 145.7; Montreal remained at 152.0; Edmonton-Calgary remained at 144.5; Toronto −0.1 to 155.5; Vancouver −0.3 to 148.0.

Wholesale, May 1968

The general wholesale index (1935-39=100) was 254.3 in May, 0.6 per cent higher than the April index of 252.8. Prices increased for five commodities, decreased for nine and remained unchanged for 16.

Farm Products Prices

The index of Canadian farm products at terminal markets (1935-39=100) advanced 3.0 per cent to 257.7 from 250.1 in the three-week period May 3 to May 24. The animal products index moved up 3.7 per cent to 325.9 from 314.3, and the field products index advanced 1.9 per cent to 189.5 from 186.0.

*On base June 1951=100.

U.S. Consumer, April 1968

The U.S. consumer price index (1957-59=100) rose by 0.3 per cent from March to April. The index in April was 119.9, which was 4 per cent higher than a year ago.

Price increases were recorded for food (including restaurant meals) 0.3 per cent; clothing (including infants wear, sewing materials, jewellery and apparel upkeep) 0.7 per cent; housing (including hotel and motel rates, home purchase and other home-owner costs) 0.3 per cent; and health and recreation, 0.4 per cent. The only major price category to show no change was transportation, at 119.0. Lower prices for new cars and gasoline balanced off increases for used cars and transit fares.

British Retail, March 1968

The British index of retail prices (January 16, 1962=100) was 122.6 at March 19, compared with 122.2 at February 20 and 118.6 at March 21, 1967.

The rise in the index during the month was due to higher prices for most national morning and Sunday newspapers and for fresh green vegetables, the prices of which vary seasonally.

The index for foods, the prices of which are affected by seasonal variations, rose by more than 1 per cent to 122.1, compared with 120.7 in February. For the food group as a whole, the index rose slightly to 122.1, compared with 121.8 in February.

As a result of an increase in the average level of prices of second-hand cars, the index for the transport and vehicles group rose by less than one half of 1 per cent to 114.7, compared with 114.4 in February.

The group index for miscellaneous goods rose by about 2 per cent to 120.1, compared with 117.6 in February, mainly as a result of increases in the prices of most national morning and Sunday newspapers.

In the remaining seven groups, there was little change in the general level of prices.

Working Conditions In Canadian Industry, 1967

A new definition of the reporting unit has been introduced with the publication of the Canada Department of Labour's 1967 survey of *Working Conditions in Canadian Industry* (Queen's Printer, L 2-15/1967 $2).

The survey still covers most of the conditions surveyed in the 1966 report (L. G., Nov. 1967, p. 686): hours of work, number of paid holidays, vacations with pay, private pension plans, group life insurance and collective agreements. In addition to these, the 1967 survey covers paid bereavement leave, paid jury-duty leave, shift and weekend pay rates and separation pay provisions offered to industrial workers in Canada.

The reporting unit, however, is now defined as the operating unit capable of reporting all elements of basic industrial statistics. In addition, the cutoff size has been redefined as firms with 20 or more employees in any of the preceding 12 months. Previously, the definition was "usually having 15 or more employees."

In addition, a different system has been adopted for purposes of classification by industry. The 1960 Standard Industrial Classification (SIC) system replaces the one in effect since 1948.

All major industrial areas are covered by the survey with the exception of the industrial divisions of agriculture, fishing and trapping and construction. Within the forestry division, only logging is covered. Within the other industry divisions covered, certain industries are now shown separately, but are included in the division total.

The industries for which working conditions are shown are the same as the industries published in *Wage Rates, Salaries and Hours of Labour*, another publication of the Canada Department of Labour (see inside front cover.)

The alignment of the industrial coverage in these two publications, and the adoption of the 1960 SIC system, means that the industrial coverage shown in the 1967 report on working conditions differs only in a small degree from that of 1966.

The number of units reporting non-office employees in the 1967 survey was 21,410, and the number reporting office employees was 22,556. The number of non-office employees included in the survey this year was 2,257,042 compared with 1,989,593 in 1966. The corresponding numbers of office employees were 1,107,-209 in 1967 and 980,710 in 1966.

Information is based on conditions prevailing in the last normal pay period preceding April 1, 1967. If abnormal conditions prevailed, such as temporary shut-downs or strikes, firms were asked to report for the last preceding normal pay day. This reporting period is one month earlier than the May date used in past surveys of working conditions.

The survey mailing list was enlarged in 1959 by approximately 6,000 reporting units, bringing it to a total of 20,000 units. The units added had come into existence since the last revision or had attained the minimum size (15 employees) used for survey purposes.

Further revisions have been made from year to year, since 1959, in order to take these types of change into account, and to extend the list to include employers in industries for which there had not formerly been sufficient information to warrant the publication of data. The 1967 mailing list included close to 33,000 reporting units.

The survey covers each working condition in two ways: by industrial composite and by industry. The industrial composite is broken down to show percentages of employees obtaining the benefits surveyed in Canada and in each province. The percentages of employees in each industry receiving the benefits are shown in separate tables for each industry. In all, 94 industries are covered by the survey.

Some trends of particular note can be seen in provisions concerning paid statutory holidays, vacations with pay and separation payments.

The number of non-office employees in establishments reporting 10 or more paid holidays for the majority of their workers rose from 21 per cent in 1966 to 25 per cent in 1967. The corresponding figure for office employees was 40 per cent in both years. There has been a steady upward progression in recent years in the number of paid holidays provided, although this varies widely among different industries. Non-office employment in establishments where a majority of employees earn time and a half or double time in addition to their regular pay for work performed on paid holidays, rose from 46 per cent of total employment in 1965 to 53 per cent in 1967. The rate of pay for work performed on paid holidays was not surveyed in 1966.

Five weeks of paid vacation a year after 25 years service, appears to be a developing provision among all non-wage working conditions. Its incidence in 1965 was 3 per cent on a national basis, 6 per cent in 1966 and 9 per cent in 1967 for non-office employees. Similar incidence figures for office employees were 5, 7 and 10 per cent.

An item covered for the first time in the 1967 survey was the incidence of special payments made to employees who are permanently separated from employment with no expectation of recall. These payments were intended to exclude payments owed to employees, those made in lieu of vacation or sick leave credits, and any payments made to employees under other regular welfare plans.

Four specific situations were differentiated where special separation payments might be made. These were: permanent shut-down or transfer of part or all of operations; lack of work due to changed methods of operation; lack of work due to decline in volume of business; and the physical or mental inability or unsuitability of regular employees to perform the job. The incidence of such payments nationally for non-office employees was 17 per cent. Of these employees, 11 per cent would receive such payments if they were affected by permanent shutdown of operations, and 12 per cent would receive these benefits if they were affected by changed methods of operation.

For office employees, the incidence of such special payments on a composite basis was 17 per cent, the same as for non-office employees.

Women in Trade Unions In the United States

Women's Bureau

A study of four aspects of women's participation in American trade unions, made by a woman professor at Cornell University's New York State School of Industrial and Labour Relations, shows that few changes in attitudes or practices toward working women have taken place during the past two decades.

In an article titled, "Women and American Trade Unions," published in the January 1968 issue of *The Annals of the American Academy of Political and Social Science*, Alice H. Cook examines the attitude of unions today toward protective legislation for women; the effect that the recent United States federal legislation on "equality" has on women's opportunities in the shops, and the unions' attitudes toward handling the new kinds of grievances and demands arising from this legislation; the degree to which unions include special clauses covering women's wages and conditions in their contracts; and the participation of women in the political life of the unions.

Few changes in attitudes or practice are found to characterize the unions of the 60s when these are compared with the results of a former study that appeared in *The Annals* in 1947. Trends have not changed, she claims. Mrs. Cook bases her findings on questionnaires sent to 40 U.S. national unions, interviews with officers and women leaders of national and large local unions, and examination of union agreements.

Protection for Unorganized Women

Mrs. Cook studies what impact the Equal Pay Act of 1963 and the Equal Opportunity Act of 1965 have on working conditions for women. Although women are testing their rights under this legislation, it is still not uncommon, the author writes, to find separate male and female wage schedules in union agreements. The physical demands of some jobs require a male worker, but the difference in classifying men's and women's work is becoming less clear, and it often depends upon nothing more substantial than traditional assignment.

The author cites an agreement in which the minimum rate for unskilled males is $3.22, but is only $2.74 for the comparable female class. In the same contract, working foremen earn $3.98 an hour, whereas "foreladies" get $3.07. In agreements held by one prominent union with a number of major firms, the top rate for women is lower than the lowest male rate.

Protective legislation applying to women workers, such as a limit to hours of work, night work, and load lifting, tends to be used by employers as the reason for differential treatment toward women. The author finds that some unions are campaigning to eliminate protective legislation, although "by and large . . . unions seem to be taking the view that traditional protective legislation provides genuine and desirable protection for unorganized women, and in doing so sets a useful floor under standards for organized women."

Since the new equality legislation came into effect, some unions have been encouraging their locals to handle the problem by rapidly introducing rules that apply equally to men and women, and "widespread enforcement of the new laws will probably result in the rapid and general introduction into industry of such devices as integrated seniority lists, abolition of 'male' and 'female' job classifications, and . . . open bidding on vacant jobs."

Aside from maternity leave provisions (without pay), the author notes few special provisions for women in union contracts, and concludes that "unions perceive the realm of special protection for women as that of the government's to regulate and, thus, feel no need for further attention to women's work in the contract."

Low Proportion

Many unions in Europe and Asia have a women's department as part of their union structure, and its director is often a member of the national executive. These departments serve to expand the political activity of the female members, who often have little experience in public life. In so doing, they function as an interest group within the union, in formulating contract demands and policy statements to advance women's rights in providing leadership training, and drawing attention to women's need for representation at all levels of union activity.

The author finds that a few unions in the United States, such as the United Automobile Workers, have established a women's department, but on the whole, little has been done to evolve the means of studying and meeting special problems of women unionists.

As the number of women in the U.S. labour force climbs steadily, more of them are joining trade unions; but the proportion is still not high. Of 24 million working women, only 3,500,000 are in unions.

Few Attain Office

Although women may be active as stewards or members of local union boards at their place of work, very few attain higher offices. The reasons vary. Some women work part time or on night shift, or move in and out of the work force as they have children, so that they have a less permanent attachment to either the labour force or the unions. Because the childbearing years are during their 20s or early 30s many women are out of the union at a time when many men take on their first positions in union leadership, and thus women miss out on the first round of election and selection, which may permanently handicap them in reaching top union positions later on. Further, women tend to occupy unskilled or semiskilled positions, and studies have shown that leaders frequently come from the ranks of highly skilled workers.

Although there are exceptions, women generally assume top leadership only when men are in a decided minority in the shop. It appears that women take on leadership roles much more readily in professional workers unions, which fact the author attributes to "better educational preparation" and "middle-class norms of sex equality."

Captioned Films For the Deaf

The Silence of the Deaf

Ours is not the silence that soothes the weary senses. It is an inhuman silence which severs and estranges. It is a silence that isolates cruelly and completely. Hearing is the deepest, most humanizing philosophical sense man possesses.—Helen Keller.

The federal Department of Manpower and Immigration and the National Film Board, in co-operation with the Canadian Hearing Society observed "Better Hearing Week" in Canada, May 19 to 25, by announcing that a Captioned Film Service had been established in Canada. This service is designed to further the education, training and rehabilitation of this country's deaf and hard-of-hearing citizens.

The conventional television and film industries have so far made no provision for these persons. The new program will make an immediate impact in this important area, and, as it develops, and many of the National Film Board's films are captioned, it will have a major influence on the educational and social life of deaf and hard-of-hearing persons.

In its initial effort, the federal Government has acquired 25 captioned films for distribution across Canada. Nine of these are full-length feature films. The remainder are shorter selections in the educational and training category.

The program has been developed with the assistance and technical advice of the United States Department of Health, Education and Welfare, which established a "Captioned Films for the Deaf" program in 1958. The purposes, as originally set forth in the Act establishing the program, are threefold:

- to bring the deaf persons understanding and appreciation of those films that play an important part in the general and cultural advancement of hearing persons;
- to provide, through these films, enriched educational and cultural experiences through which deaf persons can be brought into closer touch with the realities of their environment; and
- to provide a wholesome and rewarding experience that deaf persons may share together.

During 1963, the purposes of the program were broadened to include:

- research in the use of educational and training films for the deaf;
- production and distribution of training films for the deaf; and

Manpower Utilization Branch
Department of Manpower
and Immigration

- provision for the training of persons in the use of films for the deaf.

The experience gained in the development of the U.S. program has been made available to Canadian planners, and the close co-operation that has developed augurs well for further exchanges in this field.

First priority for use of these films will be given to schools for the deaf. Associations serving the deaf, and organizations of deaf persons, may also borrow them. Arrangements for their use can be made through local offices of the National Film Board.

Impaired Hearing in Canada

Thousands of people find themselves handicapped in the hearing world because they hear faintly or not at all. Many more have only a slight impairment today that may increase in the years ahead.

Medical advances have helped reduce the numbers of those who suffer impairment after having such diseases as poliomyelitis, measles or scarlet fever. New surgical techniques have, in recent years, improved the outlook for persons with conductive types of hearing defects. Nevertheless, there are still large numbers of persons with hearing impairments that require special assistance of one kind or another if they are to receive an education, obtain training and take or hold their places in the working world.

In Canada, it is estimated that, whereas there are about 2,000,000 people with some degree of hearing impairment, there are about 400,000 who are so limited as to require some type of special assistance. Approximately 25,000 of them require special training to help them establish communication among themselves and with the hearing public.

The Dominion Bureau of Statistics lists 15 schools or centres for the education of deaf children and young people. These schools have a total enrolment of 3,014 for the year 1967-68. In addition to these there are many classes established by local school authorities to offer education to deaf children in their own communities. The number of classes for preschool deaf youngsters operated by local school authorities is growing.

The use of captioned films is one of the techniques that has been found exceedingly helpful in the difficult task of helping deaf people understand and enjoy the world in which they live.

U.S. telephone employees win large pay package

A 15-day national strike by 200,000 members of the Communications Workers of America against the Bell System companies in the United States was settled in May by awarding "by far the largest pay package" ever won by CWA at Bell.

The three-year contract will apply to all of the 400,000 CWA members employed by the Bell System, a subsidiary of American Telephone & Telegraph Company. It gives general wage increases ranging from 10 to 30 cents an hour during the first year, and 8¾ to 15 cents an hour in the second and third years.

The settlement contains a large number of fringe benefits, including:

- elimination of the 25-per-cent social security benefit deduction from the pension scheme, starting June 1, 1969;
- vested pension rights for employees with 15 years service, who are 40 years or older, effective June 1, 1969;
- full company payment of life insurance and basic medical expense premiums after 24 months;
- higher premium pay; and
- an extra week's vacation, or five in all for employees with 25 years service or more, as of January 1, 1969.

The contract will increase labour costs by an estimated 19.58 per cent, or $9 billion, over the next three years, when applied to 700,000 non-supervisory employees working for the Bell System.

Speeding Consultation

Let's say you're an employee of Kruger Pulp and Paper Company Limited (Paperboard Division) in Montreal, and you have something you want brought before the union-management committee.

One of the functions of the committee, now in its seventh year, is to answer questions asked by employees. The committee operates primarily for the benefit of both company and workers, however, which means that it devotes its time to important areas of discussion.

In other words, a pertinent question may become the focal point of the next meeting; an inconsequential one may never need committee consideration. All questions that are possibilities for union-management action are screened twice.

Now, back to the beginning. You are one of the 117 Kruger employees and you have this problem . . . .

You bring up the question with your union leader, Marcel Pelletier, President of Local 826, United Papermakers and Paperworkers (AFL-CIO/CLC).

In many cases, Mr. Pelletier, who heads the union team on the committee, will take such a request to the next meeting. He exercises his own judgement, however. "If the request isn't reasonable, or if I think he's asking for more than his share, I tell him so right away," Mr. Pelletier explains.

In this case, your question is reasonable, so it goes to the next stage, where it is screened by the committee as a whole. The committee may put the question on the agenda, or it may refer it to another source.

Not long ago, for example, a maintenance employee was seeking reclassification. The committee referred the question to the man's supervisor—the first step in the procedure for applying for reclassification.

On the other hand, the committee is prepared to act fast on the right kind of topic.

Mr. Pelletier brought in such a suggestion recently. The idea had been given to him at a union meeting, and it involved production efficiency and safety.

Each of the 1,500 electric motors and 250 pumps in the mill is controlled by a switch. Working the switches proved to be a hit-and-miss operation for people not familiar with them. The proposal, speedily adopted by the committee, was to number the motors and pumps so that each coincided with a numbered switch.

Management immediately adopted the committee's recommendation, and two men were put to work painting numbers on motors and pumps.

The management team on the dual-capacity committee ("dual capacity" indicates that the same people take part in bargaining) is prepared to consider all items brought to the conference table by the union. "We listen to everything they have to say," says Anthony Saroli, personnel officer, expressing faith in the understanding between the union executive and management, which limits the agenda to worthwhile items.

Labour-Management Consultation Branch

Knowing How to Deliver

There's no point in talking it over and reaching a decision unless something happens afterward—unless action is taken on the decision. This is the feeling underpinning the joint consultation movement at E. S. & A. Robinson (Canada) Limited, largest manufacturer of flexible packaging and printed materials in Canada.

The union-management committee, set up last October, is bent on delivering fast results to decisions made at meetings. Robinson's big multiple plant in Toronto employs 1,000 people.

James Aeichele, shop chairman, Local 466, Printing Specialities and Paper Products Union, and co-chairman of the committee, has this to say:

"I'm impressed by the level at which meetings are held. Once we make a decision, action is almost immediate, because the representatives on the committee have the power to put things into operation."

The 16-member committee, which meets once a month, is made up of the department managers, representatives from personnel, and the union's negotiating group. Mr. Aeichele shares the chairman's duties with Plant Manager R. N. Ferguson; each conducts a half of the one-hour meetings.

Up until last October, joint consultation had been practised at Robinson's on an irregular basis. Meetings were held only to deal with specific problems.

The new format was brought in because of a growing feeling that people around the plant had more to say than was being heard. Kenneth Bertram, Robinson's employment manager, says the regular committee has proved that assumption correct. "The problems that are bothering people are being brought to light. Before, these difficulties came up—if at all—at negotiation."

Walter Kozlowski, Material Control Manager, sees the committee as the answer to the question, "How can we get the employees involved?" He notes also that management draws worthwhile employee suggestions from the committee.

The next step planned at Robinson's, now that the main committee is functioning productively, is to beef up the communication network—to put communication on a more personal basis.

The plan is to set up seven subcommittees, one for each department. Each subcommittee will comprise a management and a union person from the main committee, and two departmental employees. The purpose is to penetrate deeply into each department.

"The subcommittee promises to be an important development," says Mr. Aeichele, whose local represents 500 workers. "There are still employees who don't know what's going on. We want everyone aware of the committee, and of what it can do for them."

These articles are reprinted from the May issue of *Teamwork in Industry*, an industrial relations news bulletin published monthly by the Labour-Management Consultation Branch.

Ergonomics

What is it? What can it do? — Part I

Section on Older Workers
Manpower Utilization Branch
Department of Manpower
and Immigration

This is the first half of a two-part article about the science of ergonomics, particularly as it applies to the older worker. It is a condensation of material prepared under the sponsorship of the Organization for Economic Co-operation and Development. The article serves only to present an introduction to the possibilities inherent in the application of ergonomics or job redesign. No attempt has been made to cover all aspects of the subject.

The term "ergonomics" was coined from the Greek words "ergos," meaning "work," and "nomos," meaning "natural laws." Ergonomics may be best defined as "the scientific study of the relationship between man and his working environment" (L. G. 1964, p. 778).

Ergonomics as a science is a recent development, and job design is only now beginning to lay hold on a more widespread general interest. The reasons for this late development are many.

When machines were first used in factories, labour was cheap and was considered to be expendable. There was little concern with the effects of working conditions upon workers. Many of the abuses perpetrated on the workers of earlier times have been recognized and abolished.

The first organized attempt to study the effect of working conditions on man's performance was made at the end of World War I, when the Industrial Fatigue Research Board was set up in Britain. During the 1920s, the National Institute of Industrial Psychology was founded in Britain, and it collaborated closely with the Industrial Fatigue Research Board.

Much of the Board's research concentrated on personnel selection rather than performance, because, with high unemployment, management was more concerned with choosing the best person from the many available, rather than with changing work conditions in order to retain employees.

Reduce Amount of Strain

World War II caused rapid developments in the science of ergonomics. Equipment became so complex and operating speeds so high that men either failed to get the best out of the equipment or suffered complete operational breakdown. Extensive programs of research were undertaken, and many researchers in various disciplines began to be interested in human performance. A disadvantage was that these men continued to work in the separate compartments associated with their own disciplines. To overcome this compartmentalization, the Ergonomics Research Society was formed in 1949 in Britain.

For many years, man has been working with machines and using them to increase his productivity. This trend will increase greatly in the future. Formerly, machines were designed, and then the human operator learned to adapt himself to them. Little regard was given to the peculiarities of human ability or disability. This attitude meant that operators were subjected frequently to stresses and strains that had a harmful effect, although this effect was not always noticeable until many years later.

In the future, with the increasing number of machines and the increasingly complex demands they make upon their operators, it will be necessary to design jobs and equipment more carefully if the maximum potential is to be obtained from both man and machine with the minimum amount of strain.

Ergonomics functions by providing data to form the basis for informed decisions designed to increase the efficiency of human activity.

Systematic job design depends on the application of general principles derived from scientific studies of people in relation to the physical and perceptual demands of work. The design of all equipment must be considered in relation both to the size of the individuals who are going to use it and the movements they can make without difficulty or strain. For example, displays that have to be watched for long periods should not be placed above the eye level of an individual sitting upright.

Everyone, from management to individual operator, regardless of age, can benefit from the proper application of ergonomic principles. Management often gains greater productivity and loses fewer experienced employees. Workers benefit by having the strains of the job lessened.

Job redesign and the application of ergonomics is especially helpful to older workers. The ability to design a job so that they will be able to meet its demands presupposes two sets of information:

- how aging affects working capacity and performance;
- how to recognize in a job a feature that is likely to hinder the performance of an older worker.

Ergonomic redesign of jobs for the older worker should serve the dual purpose of enabling him to stay on his job while remaining competitive with younger workers.

Draw on Training

Reassignment of older workers to jobs better suited to their physical capacities is a common practice in industry, and is preferred by many firms to job re-engineering. The assumption by industry that reassignment is less costly and more effective has not been proved. Although reallocation to alternative work will always remain an important and valuable method of securing the continued employment of some aging workers, job redesign possesses none of its disadvantages and represents an approach that is more positive, and in line with modern trends in industry. For the worker, the disadvantages of reallocation include possible loss of status or reduction in wages. At the same time, industry may lose the benefit of the knowledge, skill and experience previously acquired by the worker.

One of the advantages that the employer gains from job redesign is that, often for little cost, he can continue to draw on the training and experience of the

over-40s and, at the same time, ensure continuity of production.

Cost is, of course, of prime interest to management. In many cases, the initial expenditures required for job re-engineering are offset by the fact that re-engineering may quite possibly lead to simplification of work, not only in the job affected, but also in related job groupings, plant-wide or department-wide economies or improvements. These improvements may result in increased production and lower costs by preventing accidents or employee absences due to illness.

Beyond its humanitarian appeal, job redesign is thus a commonsense measure for any industry interested in the possibilities of raising productivity and lowering costs. Furthermore, highly rationalized mass production generally lends itself to the application of general ergonomic principles in the planning of work methods and the work environment. With the ever-increasing emphasis on mass production in modern industry, the application of ergonomics may well become even more widespread in the future.

Equipment designed or redesigned for human use should, if possible, be designed as a man-machine unit, because a machine designed for efficiency in operation will have a greater output than one designed without consideration for the human operator. Job redesign can increase productivity by reducing strain to a minimum, thereby allowing the greatest potential for production. Energy channelled into production is not drained by unnecessary strains or exertions. This is an idea that should appeal to industry.

Pad of Compressed Air

Technological development in industry can produce effects on operators that are not always foreseen. This situation may have two important consequences:

- stresses to which the human body is unwittingly subjected for a long period may cause loss of efficiency or disability later in life; and
- failure to match the requirement of a task with the capabilities of the operator may cause loss of efficiency and, in the extreme case, disaster.

The human body is very adaptable and can take a surprising amount of punishment. As a result, some of the consequences of stress may become evident only after many years. Ergonomics can help to uncover these stresses before they cause disability or inefficiency.

Redesign of jobs can often be done by simple and relatively inexpensive means. An example is seen in the case of an engine inspector, 65 years of age. This man had to stand at his work and bend low several times in an hour. This, combined with age mutations in his back and legs, made his work too much of a strain, and he had to give it up. When the support of his work table was lowered so that he could work in a seated position with normal visual distance, he was able to resume work, and he continued work at full productive capacity for seven years more.

A slightly more complex case was that of a toolworker, aged 60, who had difficulty with his right arm and shoulder, due to his having to push a heavy piece of equipment from an awkward angle several times an hour. Other than this, work conditions were good. The man had had 30 years experience in this work, so it would have been difficult either to replace him or to steer him to other skilled work. The solution to this problem was the creation of a device using compressed air to push the equipment. The ensuing reduction in friction on the machine and strain on the operator enabled this employee to continue working at full productive capacity.

Individual Placement Needed

In principle, job redesign is preferable to replacement as a means of surmounting employment difficulties. This is especially true for aging workers who sometimes find it harder than younger people to adapt themselves to new tasks. Job redesign measures, however, have only a limited effect on the special kind of strain factors encountered by older persons in highly mechanized mass production—factors such as the need for transferability, mechanically controlled work pace, repetitiveness, fixed output requirement, and minimum skill requirement. These factors are closely connected with the principles of highly mechanized mass production, and they are also the features most apt to cause difficulty for older workers.

Job redesign measures should, therefore, be supplemented by individual placement measures, based on analysis of both job requirements and working capacity. At the same time, redesign should be combined with measurements of physiological load to show whether the changes are really helpful to the workers concerned, or whether the demands put on them are simply of a different kind.

There are three main reasons why job redesign does not automatically favour older workers:

- it reduces the muscular and physical efforts required, but sometimes introduces other strains more arduous and dangerous for the older worker, such as time-stress work;
- it reduces certain muscular efforts, but may ultimately fail in its purpose, because competition between younger and older workers becomes a matter of speed; and
- it may entail such radical changes that the former workers cannot be assigned to the new job without retraining.

Organize Ambiguous Material

Retraining can also pose problems for older workers. Aging is accompanied by a slow but steady decline in ability to learn new material and to break old habits. With advancing age, there appears to be a substantial reduction in the ability to remember new material for short periods of time, which can cause difficulty in a training situation. Older persons are more likely than younger ones to experience difficulty in organizing incomplete, ambiguous or complex sensory material into ordered and meaningful perceptions. The use of special training techniques, however, can overcome these difficulties.

Success in the training of older workers depends mainly upon the sympathy felt for them throughout the entire hierarchy of the undertaking, and upon a recognition of their dignity and of the respect due to them as persons whose intelligence and free will must continually be used to the best advantage.

In order to facilitate the retraining of older workers, teaching techniques are being developed through which the difficulties arising from long absence from a training situation can be overcome. Successful training depends upon such factors as:

- the length of formal schooling the older trainee has received; and
- how far the new job relates to his previous experience, both in the demands on skill, and in the status and income associated with each job. (The character of the trainee and his attitude toward training are more important than his age.)

The rapid changes in the industrial patterns of modern society present problems of adjustment to all its members. Solving these problems may be especially difficult for the older person. One of the most serious may be adjustment to retraining. The older person's skills and experience may be obsolescent. His education, perhaps adequate for the jobs he has held in the past, may be entirely inadequate for the new jobs that are being created. In our work-oriented social structure, his status in the community, and that of his family, are largely dependent upon his type of occupation and the level of his earnings. Consequently, his ability to benefit from retraining in order to retain or gain employment is most important.

Part 2 of the foregoing article will appear in our September issue.

Certification and Other Proceedings

Before the Canada Labour Relations Board

Employee Representation Branch

The Canada Labour Relations Board met for three days during May. It granted 16 applications for certification, rejected three such applications, ordered one representation vote, and denied a request for the review of a previous decision. During the month, the Board received 12 applications for certification and one application for revocation, and it allowed the withdrawal of two applications for certification.

Applications for Certification Granted

1. United Steelworkers of America, Local 1051, on behalf of a unit of employees of Anvil Mining Corporation Limited, Whitehorse, Y.T., employed in the Faro Camp, Rose Creek, Vangorda area of the Yukon Territory (L. G., May, p. 276).

2. United Steelworkers of America, Local 926, on behalf of a unit of employees of New Imperial Mines Ltd., Vancouver, B.C., employed in the Whitehorse area of the Yukon Territory (L. G., May, p. 276).

3. United Steelworkers of America, Local 924, on behalf of a unit of employees of United Keno Hill Mines Limited, Elsa, Y.T., employed at mining operations in the Elsa, Calumet and Keno areas of the Yukon Territory (L. G., May, p. 276).

4. General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Canadian Propane Consolidated Limited, Whitehorse, Y.T., working out of Whitehorse (L. G., May, p. 276).

5. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Kingsville Cartage Company Limited, Kingsville, Ont. (L. G., May, p. 276).

6. Building Material, Construction and Fuel Truck Drivers Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Gordie's Trucking Ltd., Whitehorse, Y.T. (L. G., May, p. 276).

7. General Truck Drivers Union, Local 938, and Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Bolduc Explosives Transport Ltd., Beloeil, Que., working at or out of its terminals located at Beloeil, Que., and Nipissing Junction (North Bay), Ont. (L. G., June, p. 342).

8. International Union of Operating Engineers, Local 115, on behalf of a unit of heavy equipment operators, mechanics and others employed in the Yukon Territory by Poole Construction Company Limited, Edmonton, Alta. (L. G., June, p. 342).

9. Tunnel and Rock Workers Local Union No. 168, Laborers' International Union of North America, on behalf of a unit of pumpmen and labourers employed in the Yukon Territory by Poole Construction Company Limited, Edmonton, Alta. (L. G., June, p. 342).

10. Industrial Union of Marine and Shipbuilding Workers of Canada, Local 13, on behalf of a unit of marine service employees employed at Dartmouth, N.S., by The J. P. Porter Company Limited, Montreal, Que. (L. G., June, p. 342).

11. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of New Brunswick Broadcasting Company Limited, Saint John, N.B., employed at radio station CHSJ and television station CHSJ-TV in Saint John, N.B. (L. G., July, p. 410).

12. *Syndicat national des employés de Minoteries Phénix (CSN)* on behalf of a unit of flour mill employees employed by *Les Minoteries Phénix Limitée*, Montréal, Qué. (L. G., July, p. 411).

13. Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of reservation sales agents employed in Canada at Winnipeg International Airport by Northwest Airlines Inc., St. Paul, Minn., U.S.A. (L. G., July, p. 411).

14. International Union of Operating Engineers, Local 115, on behalf of a unit of "cat" operators employed by Alpine Clearing Ltd., Victoria, B.C., who are engaged in clearing a right of way for an electric power transmission line between Whitehorse, Y.T., and Anvil Mines Corporation Limited, Rose Creek, Vangorda area of the Yukon Territory (L. G., July, p. 411).

15. Building Material, Construction and Fuel Truck Drivers Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed in the Yukon Territory by Poole Construction Company Limited, Edmonton, Alta. (L. G., July, p. 411).

16. Building Material, Construction and Fuel Truck Drivers Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of personnel employed in the Whitehorse area of the Yukon Territory by Yukon Enterprises Limited, Whitehorse, Y.T. (L. G., July, p. 411).

Applications for Certification Rejected

1. The National Trade Union of Q.N.S.L.R. Railway Maintenance Workers of Sept-Iles (CNTU), applicant,

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., respondent, Brotherhood of Maintenance of Way Employees, intervener, United Steelworkers of America, intervener, and International Association of Machinists and Aerospace Workers, intervener (L. G., July, p. 410). The application was rejected because it was not supported by a majority of employees affected in the representation vote conducted by the Board.

2. Seafarers' International Union of Canada, applicant, Clarke Traffic Services Ltd., Montreal, Que., respondent, and International Union of District 50, United Mine Workers of America, Local 14274, intervener (L. G., July, p. 410). The application was rejected because it was not supported by a majority of employees affected in the representation vote conducted by the Board.

3. The National Trade Union of Q.N.S.L.R. Railway Maintenance Workers of Sept-Iles (CNTU), applicant, Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., respondent, Brotherhood of Railway Signalmen, intervener, and International Association of Machinists and Aerospace Workers, intervener (L. G., July, p. 410). The application was rejected because it was not supported by a majority of employees affected in the representation vote conducted by the Board.

Request for Review Denied

The Board denied a request by the Canadian Brotherhood of Railway, Transport and General Workers for a review of the certifications issued by the Board on May 15, 1959 (L. G. 1959, p. 717) and July 8, 1959 (L. G. 1959, p. 912) that certified it as bargaining agent for certain licensed and unlicensed employees of Foundation Maritime Limited, Halifax, N.S. The union had requested that the name of M. I. L. Tug and Salvage Limited be substituted as the name of the employer in both certificates. The Board considered that, in the circumstances, new applications for certification should be filed by the union.

Representation Vote Ordered

The United Steelworkers of America, applicant, Quebec North Shore and Labrador Railway Company, Sept-Iles, Que., respondent, Brotherhood of Maintenance of Way Employees, intervener, the International Association of Machinists and Aerospace Workers, intervener, and The National Trade Union of the Q.N.S.L.R. Railway Maintenance Workers of Sept-Iles (CNTU), intervener.

In an application for certification affecting the above parties, the Board ordered that a run-off vote (*scrutin de ballottage*) be conducted among the maintenance-of-way and bridge-and-building employees of the respondent, and that the ballot on this occasion bear the names of the Brotherhood of Maintenance of Way Employees and of the United Steelworkers of America (Returning Officer: R. L. Fournier).

This order of a run-off vote was issued following the taking of a vote with three names on the ballot, those of the two unions mentioned immediately above, and the third name being that of the intervener, The National Trade Union of Q.N.S.L.R. Railway Maintenance Workers of Sept-Iles (CNTU), which had itself filed an application for certification affecting the same unit of employees (See applications for Certification Rejected above) (L. G., July, p. 410).

Applications for Certification Received

1. Building Material, Construction and Fuel Truck Drivers Union, Local 213, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers and warehousemen employed by General Enterprises Limited, Whitehorse, Y.T. (Investigating Officer: C. M. Gilmour).

2. General Truck Drivers Union, Local 938, General Truck Drivers Union, Local 879, Transport Drivers, Warehousemen and Helpers Union, Local 106, Teamsters, Chauffeurs, Warehousemen and Helpers, Local 141, and Teamsters, Chauffeurs, Warehousemen and Helpers, Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers and other personnel employed by Maislin Bros. Transport Ltd., Ville La Salle, Que. (Investigating Officer: H. A. Fisher).

3. General Truck Drivers Union, Local 938, General Truck Drivers Union, Local 879, Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Reliable Transport Ltd., Toronto, Ont. (Investigating Officer: K. Hulse).

4. Canadian Maritime Union, on behalf of a unit of unlicensed personnel employed by Johnstone Shipping Limited, Toronto, Ont. (Investigating Officer: K. Hulse).

5. International Union of Operating Engineers, Local 115, on behalf of a unit of operators of heavy construction equipment employed by Yukon Enterprises Ltd., Whitehorse, Y.T. (Investigating Officer: C. M. Gilmour).

6. International Association of Machinists and Aerospace Workers, on behalf of a unit of printing plant employees employed by Canadian Pacific Air Lines, Limited, Vancouver, B.C. (Investigating Officer: D. H. Cameron).

7. United Steelworkers of America, on behalf of a unit of grain elevator employees employed by Louis Dreyfus (Canada) Limited, Port Cartier, Que. (Investigating Officer: G. R. Doucet).

8. Canadian Merchant Service Guild, on behalf of a unit of patrolmen and deckhands employed by the North Fraser Harbour Commissioners, Vancouver, B.C. (Investigating Officer: D. H. Cameron).

9. International Association of Machinists and Aerospace Workers, on behalf of a unit of sales and office personnel employed at Dorval and Montreal by British Overseas Airways Corporation, Montreal, Que. (Investigating Officer: R. L. Fournier).

10. Teamsters, Chauffeurs, Warehousemen and Helpers, Local 880, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Merchants Speedy Delivery Limited, Windsor, Ont. (Investigating Officer: H. A. Fisher).

11. Transport Drivers, Warehousemen and Helpers Union, Local 106, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of truck drivers employed by St-Eustache Transport Inc., St-Eustache, Que. (Investigating Officer: R. L. Fournier).

12. Retail Clerks Union, Local 401, Retail Clerks' International Association, on behalf of a unit of Edmonton office employees of Canadian Freightways Limited, Edmonton, Alta. (Investigating Officer: D. H. Cameron).

Application for Revocation

C. R. Raftery, *et al.*, applicants, Consolidated Denison Mines Limited (now Denison Mines Limited), Elliot Lake, Ont. respondent employer, and International Union of Operating Engineers, Local 796, respondent union. The application is for the revocation of the Board's order of December 17, 1956 certifying the respondent union as the bargaining agent for a unit of stationary engineers and helpers employed by the company at Elliot Lake, Ont, (L. G. 1957, p. 174).

Applications for Certification Withdrawn

1. International Union of Operating Engineers, Local 115, applicant, and Bakgaard Construction, Calgary, Alta., respondent. (L. G., June, p. 342).

2. Beverage Dispensers & Culinary Workers, Local 835, Hotel, Motel and Restaurant Employees' and Bartenders' International Union, applicant, and Edgewater Hotel Tavern (White Pass Hotels Limited), Whitehorse, Y.T., respondent (L. G., July, p. 411).

Conciliation and Other Proceedings Before the Minister of Labour

Conciliation and Arbitration Branch

During May, the Minister of Labour appointed Conciliation Officers to deal with the following disputes:

1. Quebecair, Montreal, Que., and International Association of Machinists and Aerospace Workers (Conciliation Officer: C. E. Poirier).

2. John A. Snow, Willowdale, Ont., and Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae).

3. The Shipping Federation of Canada, Inc., and International Longshoremen's Association, Local 1842, Toronto, Ont. (Conciliation Officer: T. B. McRae).

4. Eastern Provincial Airways (1963) Ltd., Gander, Nfld., and Lodge 1763, International Association of Machinists and Aerospace Workers (Conciliation Officer: W. J. Gillies).

5. The Shipping Federation of Canada, Inc., and International Longshoremen's Association, Local 269, Halifax, N.S., and Local 273, Saint John, N.B. (Conciliation Officers: H. R. Pettigrove and D. T. Cochrane).

6. Central Mortgage and Housing Corporation, and Public Service Alliance of Canada (head office stationary engineers) (Conciliation Officer: J. S. Gunn).

7. Buffalo and Fort Erie Public Bridge Authority, and Local 879, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: T. B. McRae).

8. Canadian Broadcasting Corporation, and National Association of Broadcast Employees and Technicians (Conciliation Officer: J. S. Gunn).

9. Millar & Brown Limited, Cranbrook, B.C., and Office and Technical Employees' Union, Local 15 (Conciliation Officer: D. S. Tysoe).

10. *Les Minoteries Phénix Limitée*, Montreal, P.Q., and *Le Syndicat National des Employés des Minoteries Phénix (CSN)* (Conciliation Officer: R. L. Fournier).

11. Kingsway Freightlines Limited, Calgary, Alta., and Local 362, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe).

12. Polymer Corporation Limited, Sarnia, Ont., and Oil, Chemical and Atomic Workers' International Union, Local 9-14 (Conciliation Officer: T. B. McRae).

Settlements by Conciliation Officers

1. The Hamilton Harbour Commissioners, and Canadian Union of Public Employees (Police Unit) (Conciliation Officer: H. A. Fisher) (L. G., July, p. 412).

2. The Hamilton Harbour Commissioners, and Canadian Union of Public Employees (Manual Maintenance Agree-

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Conciliation and Arbitration Branch. The Employee Representation Branch acts as the administrative arm of the Canada Labour Relations Board in matters under the Act involving the Board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations, and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for controlling applications for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to the Wartime Labour Relations Board to administer provisions concerning: the certification of bargaining agents; the writing of provisions — for incorporation into collective agreements — that fix a procedure for the final settlement of disputes concerning the meaning or violation of such agreements; and the investigation of complaints referred to it by the Minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported here under two headings: 1. Certification and Other Proceedings Before the Canada Labour Relations Board; and 2. Conciliation and Other Proceedings Before the Minister of Labour.

Industrial relations officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of the officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; officers stationed in Winnipeg cover the provinces of Saskatchewan and Manitoba and Northwestern Ontario; officers resident in Toronto confine their activities to Ontario; officers in Montreal are assigned to the province of Quebec; and officers resident in Fredericton, Halifax and St. John's represent the Department in the Atlantic Provinces. The headquarters of the Conciliation and Arbitration Branch and the Employee Representation Branch are in Ottawa.

ment) (Conciliation Officer: H. A. Fisher) (L. G., July, p. 412).

3. Coast Ferries Limited, Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: C. M. Gilmour) (L. G., June, p. 343).

4. CJCH Limited, Halifax, N.S., and Local 1318, International Brotherhood of Electrical Workers (Conciliation Officer: D. T. Cochrane) (L. G., June, p. 343).

5. United Grain Growers Ltd., Pacific Elevators Limited, Alberta Wheat Pool, Saskatchewan Wheat Pool, and Burrard Terminals Limited, and Grain Workers' Union, Local 333, International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (Conciliation Officer: D. S. Tysoe) (L. G., May, p. 277).

6. The Shipping Federation of Canada, Inc., and International Longshoremen's Association, Local 1842, Toronto, Ont. (Conciliation Officer: T. B. McRae) (See above).

7. McNeil Transport Limited and Hurley Transport Company Limited, Brockville, Ont., and Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: K. Hulse) (L. G., April, p. 225).

8. Midland Superior Express Limited, Calgary, Alta., and Locals 362 and 979, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. S. Tysoe) (L. G. 1966, p. 591).

9. Alaska Cruise Lines Limited, Vancouver, B.C., and Canadian Merchant Service Guild (Conciliation Officer: D. H. Cameron) (L. G., July, p. 412).

Conciliation Boards Appointed

1. TransAir Limited, St. James, Man., and Canadian Air Line Flight Attendants' Association (L. G., May, p. 277).

2. CTV Television Network Limited, Toronto, Ont., and National Association of Broadcast Employees and Technicians (L. G., July, p. 412).

3. Rio Algom Mines Limited (Nordic Mine and Quirke Mine), Elliot Lake, Ont., and United Steelworkers of America (L. G., July, p. 412).

Conciliation Boards fully Constituted

1. The Board of Conciliation and Investigation established in April to deal with a dispute between Federal Grain Limited, Manitoba Pool Elevators, McCabe Grain Company Limited, National Grain Company Limited, Parrish & Heimbecker, Limited, N. M. Paterson & Sons, Limited, Richardson Terminals Limited, Saskatchewan Wheat Pool, United Grain Growers Limited, Westland Elevators Limited and Lodge 650, Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees (L. G., July, p. 413), was fully constituted in May with the appointment of R. A. Gallagher, Q.C., Winnipeg, as chairman. Mr. Gallagher was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, companies' nominee J. W. Healy, Q.C., Toronto, and union nominee J. S. Wells, Montreal.

2. The Board of Conciliation and Investigation established in April to deal with a dispute between Canadian National Hotels Limited (Chateau Laurier Hotel, Ottawa) and Canadian Brotherhood of Railway, Transport and General Workers (L. G., July, p. 413) was fully constituted in May with the appointment of F. J. Ainsborough, Toronto, as chairman. Mr. Ainsborough was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee R. H. McKercher, Q.C., Saskatoon, and union nominee J. M. Callaway, Ottawa.

3. The Board of Conciliation and Investigation established in April to deal with a dispute between Air Canada, Montreal, and Canadian Air Line Pilots' Association (L. G., July, p. 413) was fully constituted in May with the appointment of Maxwell Cohen, Montreal, as chairman. Mr. Cohen was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee H. McD. Sparks, Montreal, and union nominee R. R. Smeal, Vancouver.

Board Reports Received*

1. The St. Lawrence Seaway Authority (operational maintenance group, construction branch, Cornwall headquarters bargaining unit) and the Canadian Brotherhood of Railway, Transport and General Workers (L. G., June, p. 344).

2. Northern Telephone Limited, New Liskeard, Ont., and the Communications Workers of America (L. G., May, p. 278).

Issue in Dispute Settled

Canadian Broadcasting Corporation and the Canadian Wire Service Guild, Local 213, American Newspaper Guild (L. G., April, p. 225).

Conciliation Board not Appointed

Zenith Transport Limited, North Burnaby, B.C., and Local 31, International Brotherhood of Teamsters, Chauffeurs Warehousemen and Helpers of America (Conciliation Officer: D. H. Cameron) (L. G., July, p. 412).

Wage Schedules Prepared In April

During April, the Department of Labour prepared 337 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada for works of construction, remodelling, repair or demolition, and certain services.

In the same period, 138 contracts in these categories were awarded. In addition, 143 contracts containing the General Fair Wages Clause were awarded by Central Mortgage and Housing Corporation and the Departments of Defence Production, Fisheries, Public Works and Transport.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in April for the manufacture of supplies and equipment were:

Department	*No. of Contracts*	*Aggregate Amount*
Defence Construction (1951) Limited	1	$ 26,244.00
Defence Production	74	754,374.00
Post Office	9	227,467.25
R.C.M.P.	5	106,317.15

During April, the sum of $5,949.29 was collected from 20 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 276 workers concerned.

*Full text published in Supplement No. 2, 1968.

Legal Decisions Affecting Labour

The Manitoba Court of Appeal has held that a union is legally bound to abide by the results of a strike vote supervised by the Manitoba Labour Board.

Legislation Branch

The Quebec Court of Queen's Bench has confirmed the Superior Court decision dismissing a petition to discontinue the Picard Industrial Inquiry Commission.

The Manitoba Court of Appeal held, by a majority decision on December 22, 1967, that a strike was unlawful if called by a union after the majority of employees voted negatively on a strike vote conducted by the Manitoba Labour Board.

The union was appealing a trial decision of Mr. Justice Wilson of the Manitoba Court of Queen's Bench, which granted a permanent injunction restraining the union from striking or peaceful picketing, and awarded $1,000 damages to the company involved. (Regarding interim injunction decision, see L. G. 1966, p. 104). The appeal turned on the question of whether the strike was illegal or not.

The majority of the Court of Appeal stated that, since both the union and the Company had followed the lengthy procedure involved in the taking of a Labour Board-supervised strike vote, they were expected to abide by the vote, even though, at the relevant time in the case at bar, the Manitoba Labour Relations Act did not specifically say so. It was pointed out that the Act was intended to promote equitable relations, and facilitate the just settlement of disputes between employers and employees. The Court of Appeal upheld the finding that the strike was illegal, that is to say unlawful, in the sense that it was designed to create a situation that would bring about a cessation of work and a breach of contractual relations between the company and its customers. Accordingly, the union's appeal was dismissed.

Circumstances of Dispute

Local 914 of the Building Material Drivers, Warehousemen and Helpers was certified by the Manitoba Labour Board on March 25, 1965 as bargaining agent for employees of Contractors Equipment and Supply (1965) Ltd. at its plant at 1500 Plessis Road, North Kildonan, Man. After certification, the union gave notice to the company on March 31, 1965 of its desire to meet for the purpose of negotiating a collective agreement.

Two meetings between the parties were held in April, 1965. The union applied for the appointment of a conciliation officer on April 29, and, subsequently, two meetings were attended by the parties and the conciliation officer. The Manitoba Minister of Labour advised the parties on June 28, 1965, that he would not appoint a conciliation board. At the request of the union, a strike vote was conducted by the Manitoba Labour Board on July 14, 1965 among all of the employees of the company, including non-union members. Of 70 employees who were eligible, only 60 actually voted. Of these, 26 voted in favour of a strike, and 34 voted against a strike.

Two days later, on July 16, two union representatives and approximately 12 employees of the company peacefully picketed on public property in the vicinity of the company premises, carrying placards that read: "On Strike Teamsters Union Local #914." As a result, a number of employees of Contractors Equipment and Supply were absent from work either because they were among those picketing, or because they refused to cross the picket line. In addition, the driver of a truck, operated by a customer of the company, refused to enter the plant because of the picket line.

In the afternoon of that same day, July 16, 1965, an interim injunction was granted *ex parte* by Mr. Justice Denise. The injunction restrained the union, its officials, servants, agents, or anyone acting on its behalf from, among other things: interfering with the company's customers; interfering with the company's employees so as to influence, persuade or induce them to break their contracts of employment with the company; picketing the place of business of the company or of its customers, or of any other person or persons having dealings with the company.

Mr. Justice Wilson of the Manitoba Court of Queen's Bench ordered, on July 27, 1965, that the injunction restraining strike action continue until trial of the matter (L. G. 1966, p. 104). One ground on which he based his decision was that a strike is illegal when a majority of employees have opposed such action in a strike vote.

When the action came to trial before him, Mr. Justice Wilson referred to the view he had expressed on the motion to continue the injunction—that is, that the strike called by the union was illegal. He then stated in the trial decision: "That is still my view and I have nothing to add

to the written reasons handed down at that time on that aspect of the case." Mr. Justice Wilson awarded $1,000 damages to the company.

Legality of Strike

When the decision of Mr. Justice Wilson was appealed to the Manitoba Court of Appeal, the central issue was whether the strike carried out by the union on July 16, 1965 was illegal or not.

Mr. Justice Guy, presenting the majority decision on the appeal, first summarized the union's argument that the strike on July 16, 1965 was legal.

> A broad general statement of the position taken by counsel for the defendant union is this: That having completely followed the procedures provided for the settlement of disputes in *The Labour Relations Act*, the parties have now exhausted all of the legislative remedies and are returned to their position in common law which did not render a strike unlawful *per se*. Counsel quoted *Crofter Hand Woven Harris Tweed Co. v. Veitch* [L. G. 1942, p. 499] where Lord Wright said . . . :
>
> 'Where the rights of labour are concerned, the rights of the employer are conditioned by the rights of the men to give or withhold their services. The right of workmen to strike is an essential element in the principle of collective bargaining.'

Counsel for the Union also cited the cases of *Williams et al. v. Aristocratic Restaurants* (L. G. 1951, p. 1553) and *Mogul SS. Co. v. McGregor, Gow & Co.* (1892) AC 25, 61 LJQB 295.

As Mr. Justice Guy put it, the question to be decided was whether or not the union's argument was valid in the circumstances. He pointed out that, in passing the Manitoba Labour Relations Act, the Manitoba Legislature had attempted to outline procedures that would assist the settlement of labour disputes. The full title of the Act is: "An Act to promote Equitable Relations between Employers and Employees and to facilitate the Just Settlement of Disputes between them." Commenting on the decision of the union to strike after a negative vote on the strike proposal, Mr. Justice Guy said:

> The fact that the Act and the regulations only proceed up to the point of taking a strike vote among the employees in the unit affected, indicates clearly that if such vote is favourable to strike action, and a strike is indeed called, the Government as such is not prepared to intervene any further with regard to the rights and responsibilities of the parties to the dispute. But surely both parties after following the lengthy procedure involved in the taking of a government-supervised strike vote, are expected to abide by it, even though the Act itself at the time in question was silent on the subject.

In the injunction proceedings of July 27, 1965, Mr. Justice Wilson had stated that: "Having elected to call for a strike vote, the union impliedly undertakes to be bound by the result of such vote." In the appeal, however, it was asked, on behalf of the union, to whom and for what consideration the union should undertake to be bound.

Mr. Justice Guy said in answer that the undertaking was with the people of the Province represented by the Manitoba Government, which undertaking meant simply that the law is to be obeyed; moreover, the union was bound, in Mr. Justice Guy's view, by the result of the strike vote by the consideration that it risked being decertified as the recognized bargaining agent of the employees of Contractors Equipment and Supply (1965) Ltd.

Summing up, Mr. Justice Guy spoke of the points that impressed him in making his decision. He reiterated that the Manitoba Labour Relations Act is designed to promote equitable relations between employer and employees. In these relations, there is seldom any question as to the identify of the employer; the other party, however, consisted of a body of employees who should be able to speak with one voice. A union can be certified by the Labour Relations Board as bargaining agent for all employees in a unit; therefore, the certified union should become the only entity through which the employer should deal with its employees in the unit. Finally, Mr. Justice Guy said:

> When a strike vote is called for by the union and it is found that the majority of employees affected are opposed to a strike, it must not call a strike. To take such strike action in such circumstances seems to me to be in defiance of the authority it has obtained as a representative of the majority and precludes the union from posing as the proper entity to be certified as the bargaining agent representing the majority.

It was noted that, in the trial judgment of Mr. Justice Wilson, the word "illegal" was used in describing the strike in question. Although the use of the word "illegal" might seem to have an ugly or quasi-criminal connotation, it was clear to Mr. Justice Guy that Mr. Justice Wilson had meant that the action taken by the union on July 16, 1965 was unlawful in the sense that its intent was "to create a situation which would result in a cessation of work and bring about a breach of contractual relations between the plaintiff [the Company] and its customers."

Intent of Legislature

In 1966, the Manitoba Legislature passed an amendment (1966, c. 33, sec. 6) which added to the Manitoba Labour Relations Act the following provision:

> 21.(6) The result of a strike vote does not bind a bargaining agent, or a trade union, to a course of action in accordance with the result of the vote.

This section did not, of course, apply when the cause of the action in the case at bar arose in July, 1965. It was argued on behalf of the union, nevertheless, that the amendment was not a new piece of substantive legislation, but merely declaratory of the law on strike votes.

> To this Mr. Justice Guy answered: It is, of course, somewhat dismaying to find that the legislature in 1966, after providing the elaborate machinery for taking the strike vote, carefully supervised by the Government or its agent, the Labour Relations Board, should pass legislation indicating that all of this procedure is academic or nugatory: See Sec. 21(6) quoted, *supra*. While this expresses my view, it is, of course, *obiter dicta* [*i.e.* a judicial observation not binding as a precedent] and not to be considered as a gesture of court disapproval of legislation duly passed. Mr. Justice Monnin concurred with Mr. Justice Guy in his findings on the appeal.

Dissenting Opinion

For Chief Justice Smith, the nub of the issue regarding the actions of the union on July 16, 1965, was that the union did not admit that a strike vote was binding in any case under the Manitoba Labour Relations Act.

He noted that the Act does not create or confer upon employees the right to strike. "That right," he said, "has existed at common law since long before the enactment of any compulsory collective bargaining legislation." The *Mogul* and *Crofter* cases, mentioned in the majority decision, were cited in support of the right to strike. The chief Justice added that Canadian courts have given expression to similar views. "The principle of the right to strike still stands," Chief Justice Smith said.

The provision for strike votes, enacted in 1962 as Sec. 21(3) of the Manitoba Labour Relations Act, reads:

> 21(3) The Board shall conduct every strike vote by secret ballot in a manner and at a time and place directed by the Board, and the rules made under this Act with respect to the taking of votes apply.

Sec. 21(1) of the Act outlined the conciliation procedure that must be followed before a strike may be called. Chief Justice Smith found that Secs. 21(1) and

21(3) had the effect of prohibiting a strike vote until the same conditions had been fulfilled as must precede calling a strike or striking, plus the provision that all such votes shall have been conducted by the Manitoba Labour Board in accordance with the rules made under the Act.

Under these provisions, the taking of a strike vote was not a condition precedent to a strike, nor did Secs. 21(1) and 21(3) state what effect, if any, such a vote had upon the right to strike. For these reasons, Chief Justice Smith did not consider that the Manitoba legislature intended, without so stating, that the mere enactment that a strike vote must be conducted by the Labour Board under certain rules, was to have any effect upon the right to strike. "In my view," the Chief Justice said, "once the conditions in Sec. 21(1) have been complied with, the parties are restored to their positions at common law."

Examining the history of the strike vote, the Chief Justice found that, with the development of the labour movement, the strike vote ceased to be a decision to strike or not, as it had been in the early days. The strike vote became a bargaining device with two purposes:

1. to indicate to the union the degree of support it could expect if, eventually, it decided to call a strike; and

2. to show the employer that the workers strongly support the proposals advanced by the union.

The union, to which the workers had accorded considerable influence and authority in the conduct of negotiations, was not bound by the affirmative or negative result of the vote.

Although the vote could be taken in the Manitoba jurisdiction only after previous compliance with Sec. 21(1), and under the supervision of the Manitoba Labour Board, the Chief Justice was of the opinion that the twofold purpose of the strike vote was unchanged. "There is no definition of 'strike vote' in The Labour Relations Act, [the absence of] which supports the view that, when that term was used in the Act, the [Manitoba] legislature intended it to have the recognized meaning it had acquired over the years, as indicated above."

The "Rules" for the administration of the Act, however, defined a "strike vote" among the employees in a bargaining unit as being "for the purpose of ascertaining whether the said employees are in favour of going on strike in support of any demand or demands made on behalf of the affected employees."

This definition, in the Chief Justice's view, was not in accord with the obvious intent of the legislature; Sec. 65(1) of the Labour Relations Act required that regulations be "not inconsistent with this Act." "The intention of the legislature," Chief Justice Smith asserted, "cannot be changed by regulations made under the authority of the foregoing subsection [65(1)]."

In considering whether strike votes are binding, Chief Justice Smith raised questions relating to the position of the parties after a strike vote has been taken. He said:

> . . . Following a negative strike vote, the situation is that no agreement has been reached and the union is still the certified bargaining agent. It is still necessary to come to an agreement. If the negative vote precludes the union from calling a strike at that date, or subsequently after further negotiations, the effect is that the union has lost its most important and fundamental bargaining weapon, the possibility that a strike may be called. Under such circumstances I can see little possibility of the union retaining any effective bargaining power. It is my opinion that the legislature would not intend to place a union and the employees it represents in this position, without expressly indicating its intention to do so.
>
> Again, if a negative strike vote binds the union not to call a strike, there is nothing to indicate when or under what circumstances, if any, the prohibition against a strike may terminate. For example, if further negotiations fail to produce an agreement, may the union apply for a second strike vote, and if so, when, and subject to what conditions? . . . Are we to conclude that the legislature intended that, following a negative strike vote, the union and the employees must accept whatever terms the employer may choose to impose? I cannot think so.

Like Mr. Justice Guy, who spoke for the majority in the case at bar, the Chief Justice dealt with the amendment made in 1966 [Sec. 21(6)], which provided that a strike vote does not bind the bargaining agent to a course of action in accordance with the result of the vote. He said:

> There is no evidence as to whether or not the new subsec. (6) was related in any way to this case, nor has the court any means of knowing whether the legislature intended to clarify the effect of a strike vote or to change the law. . . .
>
> One thing is clear, however, from the new subsec. (6). The legislature of Manitoba does not consider that a negative strike vote must have the effect that a strike called thereafter is and must be necessarily illegal, because by this subsection it has expressly provided . . . the contrary.

Chief Justice Smith concluded that the strike against Contractors Equipment and Supply (1965) Ltd. was not illegal. He therefore found that Local 914 was not liable for damages.

Majority Decision

Mr. Justice Guy, with Mr. Justice Monnin concurring, held that the appeal must fail. The strike by the Building Material Drivers, Warehousemen and Helpers, Local 914 had been found in the Court below to be illegal, that is, unlawful, in the sense that it was designed to create a situation that would bring about a cessation of work and a breach of contractual relations. On appeal, the majority upheld this finding, and so did not alter the decision to fix damages at $1,000 as a consequence of an unlawful strike.

Contractors Equipment and Supply (1965) Ltd. v. Building Material Drivers, Warehousemen and Helpers, Local 914 (1967) 62 W.W.R., Part 10, p. 596; 68 C.L.L.C. para. 14,096.

QUEBEC COURT OF QUEEN'S BENCH

The Quebec Court of Queen's Bench by dismissing, on August 8, 1967, an appeal from the judgment of the Quebec Superior Court, upheld the constitutional validity of the St. Lawrence Ports Working Conditions Act (Statutes of Canada, 1966, c. 49), which provides that the conclusions of the Industrial Inquiry Commission — appointed under Sec. 56 of the Industrial Relations and Disputes Investigation Act — regarding certain conditions of work for longshoremen in three St. Lawrence River ports be incorporated in the collective agreements to which the Act applies.

Further, the Court found no bias on the part of the Inquiry Commissioner warranting the suspension of the Commission.

Circumstances of Dispute

During a strike by dock workers in the ports of Montreal, Three Rivers, and Quebec, in 1966, Mr. Justice René Lippé was appointed a mediator between the International Longshoremen's Association and the Shipping Federation of Canada Inc. In his report to the Minister of Labour of Canada, the mediator recommended the appointment of a commission of inquiry pursuant to Sec. 56 of the federal Industrial Relations and Disputes Investigation Act.

On June 23, 1966, the Minister of Labour appointed Laurent Augustin Picard as an Industrial Inquiry Commission to inquire into and then report its conclusions on matters on which agreement had not been reached in mediation. The matters to be studied by the Picard Commission included the composition and number of members of work gangs

the impact of automation, hiring practices, and job security.

The Parliament of Canada passed the St. Lawrence Ports Working Conditions Act on July 14, 1966. The preamble of this Act said that it was in the national interest that the conclusions of the Industrial Inquiry Commission with respect to the unsettled matters in the dock workers dispute should be carried into effect without delay following receipt of the Commission's report. The conclusions would therefore be incorporated in the terms of settlement already arrived at by bargaining and mediation, and, further, would be incorporated in any collective agreements entered into pursuant to those terms of settlement.

Accordingly, the St. Lawrence Ports Working Conditions Act enacted in Sec. 3 that:

> 3. Forthwith upon the receipt by the Minister of Labour of the report of the Commission, the Minister of Labour shall cause copies of the report to be furnished to the Federation and to the Union, and thereupon each collective agreement to which this Act applies shall be deemed to be amended by the incorporation therein of the conclusions of the Commission, as set forth in the report, with respect to each of the . . . matters concerning which, under the terms of reference of the Commission, inquiry is to be made by it.

During the first session of the Picard Commission on September 8, 1966, counsel for Local 375 of the International Longshoremen's Association challenged the jurisdiction of the Commission. It was alleged that because Mr. Picard had already done work for remuneration for Aluminium Limited — of which Saguenay Shipping Ltd., a member of the Shipping Federation of Canada, was a subsidiary — he appeared biased in the eyes of the members of the Longshoremen's Association, or there was at least some danger that Mr. Picard's appointment would arouse doubts among the dock workers concerning his impartiality.

A week later, on September 15, Local 375 launched a petition before the Quebec Superior Court asking it to:

> (a) order the suspension of all proceedings in the present case until judgment to intervene therein;
>
> (b) authorize the issue of a Writ of Summons addressed to the Defendants herein and order the suspension of all proceedings before the Defendant, Mr. Picard, and the transmission to the office of this Honourable Court, within the delays to be fixed, of the record in this case and of all the exhibits connexed therewith;
>
> (c) By final judgment herein: (i) declare the Statute of Canada 14-15 Elizabeth II 1966, known as 'an Act respecting certain conditions of employment of dock workers at the ports of Montreal, Trois-Rivières and Quebec', to be *ultra vires*, null and void; (ii) declare the appointment and mandate of the Defendant, Mr. Picard, null and void and in any event annulled by said judgment to intervene under reserve of the right of the Minister of Labour to appoint a new inquiry validly constituted in law and more particularly under Sec. 56 of the Industrial Relations and Disputes Investigation Act, 11-12 George VI, chapter 54, 1948; (iii) order the Defendants to discontinue the present inquiry; (iv) order the Defendants to cease and desist from all acts purporting to be done in virtue of the appointment of the Defendant, Mr. Picard, as Commissioner and the enactment of the aforesaid Statute, and more particularly not to set aside, change or ignore the collective agreement or any obligation therein in favour of Plaintiff-Applicant [Longshoremen's Association], its officers and members.

When this petition was dismissed by the Quebec Superior Court, the Longshoremen's Association then appealed the decision to the Quebec Court of Queen's Bench.

Supervision and Control by Courts

The first issue before the Court of Queen's Bench was whether the Quebec Superior Court, whose decision was being challenged, had powers of supervision and control over the Picard Commission.

The petition made by the Longshoremen's Association appeared to one of the Queen's Bench judges, Mr. Justice Rivard, to have been made pursuant to Art. 846 of Quebec's new Code of Civil Procedure (Statutes of Quebec, 1965, c. 80), under which the remedies formerly known as *certiorari* and prohibition had been combined into one. Mr. Justice Rivard therefore set out to determine whether Art. 846 applied to the Picard Commission.

The principle constantly asserted in the courts is that administrative commissions are subject to the remedies of *certiorari* and prohibition, if such commissions exercise judicial or quasi-judicial functions. In the opinion of Mr. Justice Rivard, the Picard Commission did not possess judicial or quasi-judicial powers, for, under the Si. Lawrence Ports Working Conditions Act, the Commission was given authority by Parliament to create law, rather than to interpret or apply law as would a court or judicial body.

Mr. Justice Rivard concluded that the Longshoremen's Association was not entitled in this case to the remedy under Art. 846 and, consequently, could not, under that procedure, prevent the Picard Commission from continuing its inquiry according to the terms of reference set out in the appointment made under Sec. 56 of the Industrial Relations and Disputes Investigation Act. On the basis that the remedies in Art. 846 did not apply, Mr. Justice Rivard would therefore have dismissed the appeal.

The other two Queen's Bench judges did not consider the case at bar on this basis alone. Mr. Justice Hyde, with Mr. Justice Rinfret concurring, said:

> While I share the view of my colleague [Mr. Justice Rivard] that the Commission is not a 'Court' and accordingly subject to the special proceedings envisaged by Arts. 846 *et seq.* [Code of Civil Procedure], I am not prepared to conclude that the Superior Court has lost a superintending and reforming power over such a body if, for one reason or another, it should unlawfully be usurping or exceeding its jurisdiction.

Mr. Justice Hyde therefore went on to consider three arguments raised by the Longshoremen's Association on the appeal.

Question of Bias

In the view of Mr. Justice Hyde, the principal issue before him was whether there was a reasonable apprehension of bias because of the background of Commissioner Laurent Picard.

The Longshoremen's Association submitted that Commissioner Picard, in his capacity as an economist providing research and consultative services for several industries and companies, had been consulted by Aluminium Limited, which is a company that controls the Saguenay Shipping Ltd., one of the parties before the Inquiry Commission. This had taken place more than a year before Mr. Picard's appointment as Commissioner, and there was no indication of the subject matter of the consultation.

The Superior Court had dismissed the complaint of bias, pointing out that the Industrial Relations and Disputes Investigation Act merely provides [under Sec. 28 (8)(b)] that no one may act as a conciliator:

> (b) who is acting or has, within a period of six months preceding the date of his appointment, acted in the capacity of solicitor, legal advisor, counsel, or paid agent of either of the parties.

Although he admitted that the case at bar did not concern Mr. Picard as a member of a Conciliation Board, Mr. Justice Hyde said that Sec. 28 (8)(b) served as a guideline, and that one might well question the appointment of Mr. Picard as an Industrial Inquiry Commissioner, if the alleged consultation for Aluminium Limited had taken place within six months of his appointment. In

this case, however, Mr. Justice Hyde said he was unable to anticipate a biased approach by Commissioner Picard on the ground of the consultation for Aluminium Limited. He concluded:

> Professional people are called upon to serve in judicial, *quasi*-judicial and administrative posts in many fields, and if governments were to exclude candidates on such a ground, they would find themselves deprived of the services of most professionals with any experience in the matters in respect of which their services are sought. Accordingly, I agree with the Court below that this ground was properly rejected.

Abdication of Authority

The second issue was whether the St. Lawrence Ports Working Conditions Act was *ultra vires* on the grounds that the Parliament of Canada had abdicated its authority by providing that each collective agreement to which the Act applied should be deemed to be amended by the incorporation into the agreements of the conclusions of the Industrial Inquiry Commission.

Mr. Justice Hyde commented that this authority to incorporate the Commission's conclusions into the terms of settlement was "somewhat unusual," but he recognized that the situation that had brought about the enactment of the St. Lawrence Ports Working Conditions Act was also "extraordinary and of concern to the national interest." He stated that the courts were not required to be wholly unaware of economic and social problems, and that the turmoil in shipping in Canada presented a serious problem.

He noted that the powers accorded Commissioner Picard were limited to collective agreements expiring on December 31, 1967, and that the questions which the Commission was left to determine were defined in the St. Lawrence Ports Working Conditions Act, and related generally to the impact of automation and job security. Mr. Justice Hyde found that, since Parliament is supreme within its jurisdiction, no permanent abdication of power was conferred by that Act. According to the case of *Hodge v. The Queen*, (1883) 9 App. Cas. 117:

> It [Parliament] retains its powers intact, and can, whenever it pleases, destroy the agency it has created and set up another, or take the matter directly into its own hands. How far it shall seek the aid of subordinate agencies, and how long it shall continue them, are matters for each legislature, and not for Courts of Law, to decide.

In the case of *Reference re Regulations (Chemicals) under War Measures Act* [1943] 1 D.L.R. 248, [1943] S.C.R. 1, and 79 C.C.C. 1, the Supreme Court of Canada said:

> There may be grounds for complaint in the system adopted by the Executive of giving the most extensive and drastic powers of control into the hands of individuals or boards who are in no way responsive to the will of the electorate. The orders made from time to time by all the controllers and boards may well appear to the people to constitute an arbitrary abuse of government by persons not representative of or responsible to the people. But the safety valve of our constitutional system of government remains intact. Parliament has not effaced itself. In the ultimate analysis, the House of Commons as representative of the people has, in a practical sense, full power to amend or repeal the War Measures Act or to make ineffective any of the orders in council passed in pursuance of its provisions.

Mr. Justice Hyde concluded that the powers given Commissioner Picard were not *ultra vires* on the grounds of abdication of authority by Parliamsnt. He did point out that, even if abdication of authority had been found, Commissioner Picard could still have continued his inquiry with his appointment under the Industrial Relations and Disputes Investigation Act.

Question of Jurisdiction

The third issue raised was whether, having regard to "property and civil rights" [sec. 92 (13) of the B.N.A. Act] and "local works and undertakings" [sec. 92 (10) of the B.N.A. Act], the Parliament of Canada possessed the general power to enact the St. Lawrence Ports Working Conditions Act.

The Longshoremen's Association submitted that, because some of its members were working for separate enterprises or undertakings in inland and coastal navigation within the Province of Quebec, these workers could not be subject to federal authority exercised in respect of navigation and shipping.

The basis of federal authority over navigation and shipping, as Mr. Justice Hyde stated, is found in Sec. 91 (10) of the British North America Act. He said that, ever since the *Industrial Relations Reference* (L.G. 1955, p. 952), there could be no question that the federal Parliament has had the power to legislate in the field of industrial relations related to navigation and shipping.

In the case at bar, the Court did not have any evidence concerning the extent of such work on enterprises and undertakings within the Province of Quebec. Mr. Justice Hyde then said:

> I can well see the difficulty of having two sets of rules applying to the same people. Regard must be had to the preponderance of international and interprovincial shipping. The ports of Montreal, Trois-Rivières and Quebec are an integral part of the St. Lawrence Seaway system and come under the jurisdiction of the Parliament of Canada. As far as I know, it has never been contended that the federal authority over these ports and the Seaway is affected because they handle intra-provincial shipping as well. There are certain aspects which do not admit of divided responsibility.
>
> It may be that there are operations where a distinction is possible, and if so I would expect Commissioner Picard to distinguish. I am certainly not prepared at this stage to say that he will not. Where distinction is impossible, I would consider the federal power pre-dominant as a necessary accessory to the exercise of its authority over 'navigation and shipping'.

Further, the Longshoremen's Association expressed concern over the terms of Sec. 2 (d) of the St. Lawrence Ports Working Conditions Act, in which the word "union" is defined for the purposes of the Act:

> (d) "union" means the International Longshoremen's Association and any affiliated locals thereof representing dock workers at the Ports of Montreal, Trois-Rivières and Quebec.

The Longshoremen's Association was concerned whether the words "any affiliated locals" could include "related trades." Mr. Justice Hyde responded to this with a quotation from former Chief Justice Kerwin of the Supreme Court of Canada, who said in the *Industrial Relations Reference* case that:

> . . . the Act before us should not be construed to apply to employees who are employed at remote stages, but only to those whose work is intimately connected with the work, undertaking or business.

Mr. Justice Hyde concluded by saying that the Longshoremen's Association had not persuaded him that the danger of encroachment on provincial rights was such that the writ should be issued, even if the Court had the power to issue the remedy demanded or one in similar form.

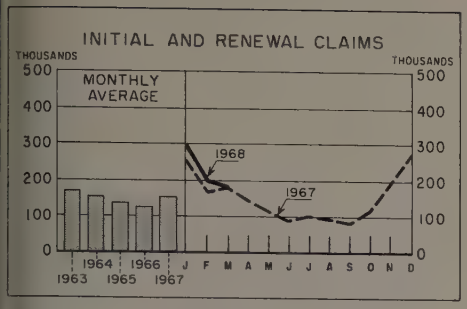
For these reasons, Mr. Justice Hyde dismissed the appeal. In this judgment Mr. Justice Rinfret wholly concurred.

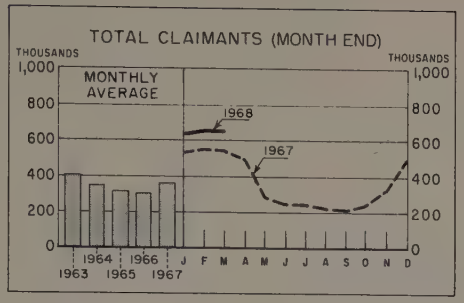
Appeal Dismissed

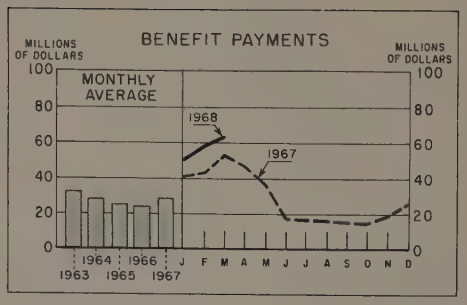
The appeal of Local 375 was dismissed by the Quebec Court of Queen's Bench, thereby confirming the decision of the Quebec Superior Court to dismiss the petition requesting discontinuance of the Picard Industrial Inquiry Commission.

Regina v. Picard et al., Ex parte International Longshoremen's Association, Local 375. 65 D.L.R. (2d) 658; (1968) R.J.B.R. 301.

Unemployment Insurance Report — March







There were 657,000 claimants for regular and seasonal unemployment insurance benefit on March 29. As is usual at this time of year, the end-of-March count was lower than that recorded at the end of February. A decrease of 18,000 in regular claimants was partially offset by an increase of 16,000 in claimants for seasonal benefit, the net result being a decrease of 2,500 from the 659,000 recorded on February 29. The number of male claimants decreased by 3,700; female claimants increased by 1,200.

Increases of 84,000 in claimants for regular benefit and 29,000 for seasonal benefit accounted for an increase of 113,000 over the 544,000 claimants recorded at the end of March 1967.

Unemployment Insurance
and Manpower Section
Dominion Bureau of Statistics

Initial and Renewal Claims

A total of 183,000 initial and renewal claims for benefit were received in local offices across Canada during March. This was 15,000, or 8 per cent, fewer than the 198,000 received in February, and was approximately equal to the number received during March 1967.

Beneficiaries and Benefit Payments

The average weekly estimate of the number of beneficiaries was 600,000 in March, 558,000 in February and 458,000 in March 1967. Benefit payments amounted to $63.7 million in March, $59.5 million in February and $53.2 million in March 1967. Average weekly benefit payments for the three dates under consideration were $26.55, $26.67 and $25.82.

Provincial Data

Quebec, Ontario and Manitoba were the only provinces that did not share in the decrease in the claimant count from the end of February. In Quebec, where the largest increase occurred, males accounted for 95 per cent of the rise. In Ontario, an increase in the number of females was partially offset by a decrease among males.

With the exception of the Atlantic provinces, increases over March 31, 1967 were relatively large across the country.

The decrease from February in the number of claims filed occurred in all provinces except Newfoundland and New Brunswick, which experienced minor increases.

Compared with March 1967, changes in the number of claims filed were minor. With the exception of Quebec, fewer claims were filed in all provinces east of Manitoba.

Summary Table

Activity	*March 1968*	*February 1968*	*March 1967*	*Cumulative data 1968: January to March*	*Cumulative data 1968: 12 months ending March*
		(in thousands)			
Insured population as at monthend	—	4,905	4,769	—	—
Initial and renewal claims filed					
Total	183	198	182	677	1,887
Initial	138	151	134	518	1,389
Renewal	45	47	48	159	498
Claimants currently reporting to local offices	657	659	544	650*	394*
Regular benefit	491	509	407	—	—
Seasonal benefit	166	150	137	—	—
Fishing	21	24	21	—	—
Beneficiaries (weekly average)	600	558	458	513*	293*
Weeks compensated	2,400	2,233	2,059	6,537	15,054
Benefit paid	$63,705	$59,548	$53,167	$174,018	$388,583
Average weekly benefit	$ 26.55	$ 26.67	$ 25.82	$ 26.62	$ 25.81

*Monthly average.

A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total job applicants."

Decisions of the Umpire

Under the Unemployment

Insurance Act

CUB 2740

The claimant, who lived in London, Ont., filed an application for benefit at the London local office on October 14, 1966, and said that she had last been employed at a hotel in Alberta from May 3 to September 28, 1966, and that her employment had terminated because of the closing of the hotel.

The claimant filed a renewal claim effective January 15, 1967, showing the same employment history as before. The claim was allowed.

In a letter to the local office, which apparently should have been dated May 12, 1967, the claimant said that she and her sister had been called to New Brunswick on account of the death of her brother. The letter was also signed by her sister. She said that they expected to be in London "by the end of next week."

The local office, following the usual procedure under these circumstances, considered the claimant not available for work, and therefore not eligible for benefit for the period May 12 to 22, 1967, inclusive.

On May 26, the claimant wrote protesting against her being considered unavailable for work from May 12 to 22. She said that she was appealing because she had not been offered a job since last October "by you or Manpower," and because the "ridiculous phone notice" she had received notifying her of her suspension from benefit struck her as "rather unjust."

On receiving this letter, the insurance officer wrote to the claimant confirming her disqualification for the period in question, because "you have failed to prove that you are available for work, as required by Sec. 54(2)(a) of the Unemployment Insurance Act, as you were out of the area for personal reasons."

The claimant's letter was treated as an appeal to the board of referees, and the case was heard by the board on June 15, the claimant being present but not represented.

By a majority decision, the board confirmed the disqualification and dismissed the appeal. The dissenting member said it was not disputed that the claimant had been absent to attend her brother's funeral. He went on to say, "It is my opinion that there are very few employers that do not allow a leave of absence with pay in cases of extreme compassionate leave such as this case." He contended that "the Unemployment Insurance Commission should be consistent with other employers and agencies of the Government of Canada in allowing such leave."

The claimant appealed to the Umpire on June 25. She averred in her appeal that the chairman of the board of referees had been "quite biased" in his hearing of the case. She complained that he had not tried to find out which employee of the local office had, as she said, told her sister that "all we had to do was phone in and it would be enough as long as we let them know when we were leaving (we did by letter)." She called this "a misrepresentation of the Unemployment Insurance Commission employees," adding, "If these people do not know, how do you expect me to know?" She said that she and her sister had acted in good faith. She asked "how can anyone be available for work on Saturday, Sunday, Monday, when Mondays fall on a holiday? These offices are closed on these days . . . ."

The local office made a statement on July 4, in which it said that it had been unable to find out which employee had given the claimant's sister the information over the telephone. It also said, however, "It is possible someone may have told them to telephone the local office before leaving for the coast. If this was the case, possibly claimant thought this meant she would be entitled to benefits. This would only have been an assumption, however, and she would not be told benefits would be paid for the period of absence."

Considerations and Conclusions

Whether or not the claimant's allegations of misinformation are true, it is the case that she must at all times, on each day, remain available for employment, the Umpire stated. According to long established jurisprudence, it is not sufficient for a claimant to notify his local office of his intended absence; he must maintain his availability for work in respect of each day of his absence, and the fact that there is little prospect of employment during the period of his absence is immaterial.

The Umpire stated he thought it was clear that, during the time the claimant was attending her brother's funeral, she would, quite understandably, not have been in a position to accept employment.

Unfortunately for the claimant, he said, this very fact meant that she was not during the period in question, available for employment within the meaning of Sec. 54(2)(a) of the Act.

Concluded the Umpire: "I am in full sympathy with the claimant, and I can very well understand her feelings with regard to this disqualification. The Umpire must, however, apply the law as it is and I have no alternative but to disallow the claimant's appeal.

Insurance Registrations And Other UIC Statistics

On March 31, insurance books or contribution cards had been issued to 5,177,820 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1967.

On the same date, registered employers numbered 393,745, an increase of 71 since January 31.

During March, there were 10,639 investigations conducted by enforcement officers across Canada. Of these, 6,373 were spot checks of claims to verify the fulfilment of statutory conditions, and 2,616 were miscellaneous investigations. The remaining 1,650 were investigations in connection with claimants suspected of making false statements to obtain benefits.

Prosecutions were commenced in 312 cases, 95 against employers and 217 against claimants.*

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 731.*

Revenue received by the Unemployment Insurance Fund in March totalled $33,877,102.07 compared with $31,775,305.25 in February and $37,852,821.14 in March 1967.

Benefits paid in March totalled $63,704,797.04 compared with $59,548,128.21 in February and $53,115,651.83 in March 1967.

The balance in the Fund on March 28 was $298,712,572.20 compared with $328,540,267.17 on February 29 and $258,203,011.80 on March 31, 1967.

*These do not necessarily relate to the investigations conducted during this period.

Cases Nos. 103 to 109

Canadian Railway Office of Arbitration

Releases Decisions in Seven Cases

Seven cases were heard on May 14, 1968, at the Canadian Railway Office of Arbitration in Montreal. The Arbitrator was J. A. Hanrahan.

All of the claims were disallowed. Summaries of the seven cases, based on the award of the Arbitrator, appear below.

CASE No. 103

Dispute between Canadian National Railways and Canadian Brotherhood of Railway, Transport and General Workers concerning claims that the company violated the collective agreement by establishing an improper rate of pay for train messengers in express-freight service.

The company, on February 1, 1964, began to operate an express-freight train service, and established a rate of pay for train messengers in this service identical with the rate agreed upon for train messengers in exclusive passenger service.

The passenger coaches on mixed trains 101 and 102 were removed by the company on this date, and were given a new designation as "express-freight trains." The trains on this new service travelled in excess of the freight train speed.

Because the agreement does not provide for a rate of pay for either train messengers or train messenger helpers on express-freight trains, the company decided to pay them at rates of pay for messengers on passenger trains, from February 1 to December 4, 1964. At this time, the company advised the brotherhood that a rate of pay equivalent to the passenger rate was being established for express-freight train service. From that date until December 25, 1965, when train messengers were removed from these trains, train messengers in express-freight service were paid on the basis of the new rate.

The brotherhood later requested the company to negotiate a rate of pay for train messengers in this service. The company contended, however, that the rate it had established was properly set within the framework of its established classification and rate-setting procedures. The brotherhood then proceeded with the grievance in accordance with the collective agreement.

The train messengers were paid a monthly rate of pay, that is, a guarantee that such an employee would receive not less than this amount. Other provisions in the agreement allowed him additional remuneration when he had accumulated more than 4,500 miles in passenger service or 2,600 miles in mixed train service in any one month. The difference between the rates of additional pay was accounted for by the different rates of speed at which these two trains travelled. The passenger train service was based on an average train speed of 20 miles an hour, whereas a train messenger in mixed train service was based on a train speed of 12½ miles an hour.

An article of the collective agreement reads, in part: "When a bona fide new job or position is to be established, which cannot be properly placed in an existing classification by mutual agreement, management will establish a classification and rate on a temporary basis."

The brotherhood argued that the train messengers and train messenger helpers should not be treated less favourably than trainmen "operating on the same trains and compensated on the basis of 2,800 miles or less in a month."

The company contended that, in establishing the rate for express-freight service, which could not properly be placed in any existing classification, consideration had to be given to the following provision of the agreement: "The classifications and rates of pay for additional positions established on staffs covered by this agreement shall be in conformity with classifications and rates of pay for positions of similar kind or class covered by this agreement."

Applying that principle, the company considered passenger rates of pay and mixed train rates of pay in determining a suitable rate for this service. The speed at which express-freight trains travel was found to be equal to or in excess of the speed of passenger trains. The company decided that the appropriate rate of pay for train messengers in express-freight service should be the same as that for passenger train service.

The role of the Arbitrator in this kind of dispute was specified in the collective agreement: "It is specifically agreed that no arbitrator shall have the authority to alter or modify the existing classifications or wage rates, but he shall have the authority, subject to the provisions of this agreement, to determine whether or not a new classification or wage rate has been set properly within the framework of the company's established classification and rate-setting procedure."

The Arbitrator pointed out that the element of speed was an important factor in the distinction made between these two services. He was satisfied, therefore, that the rate of pay in question was properly established within the framework of the company's classification and rate-setting procedure, in accordance with the agreement. He believed it would be incongruous for messengers in express-freight service to be paid at a rate of pay higher than those in passenger service, when both operated at the same average speed.

For these reasons, the claim was disallowed.

CASE No. 104

Dispute between Canadian Pacific Railway Company and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees concerning a claim of the brotherhood that the company violated the general holiday provisions of the collective agreement when it denied holiday pay to 131 stores department employees for Labour Day, September 5, 1966.

All non-operating railway employees of 13 railway companies in Canada went on strike from August 26, 1966 (L.G. 1966, p. 630). An emergency session of Parliament was called, which, on September 1, 1966, passed the Maintenance of Railway Operation Act. This Act required all

employees to return to work and the railway to recommence operations. The employees returned to work, and the railway operations were resumed on September 7, 1966.

One hundred and thirty-one of the company's stores department employees submitted a claim for holiday pay for Labour Day, which fell during the time that they were on strike. The company declined to pay.

The brotherhood argued that the employees in question qualified within the terms of the general holiday agreement, which specifies the conditions under which an employee may receive holiday pay.

The company stated that the 131 employees were legally expected to report for duty on their regular assignment at Angus Shops and St. Luc Stores on Friday, September 2, which they did not do. September 3 and 4 were assigned rest days for these employees. September 5 was Labour Day, on which their services were not required, because it was the general practice to close the shops on general holidays. The employees were, however, required to report to their regular starting times on Tuesday, September 6, which they did not do. Although they were required to return to work on September 2, they did not report until September 7.

In arguing its case, the brotherhood drew attention to a decision made by a referee in another dispute, which the brotherhood said was comparable. This decision termed holiday pay "a reward."

The company, however, rejected this theory in favour of the "rest" theory, which contemplates that holiday pay is reimbursement for wages that would otherwise have been earned had the employee worked his regular position that day. In order for the "rest" theory to apply, an employee must be a member of the work force at the time of the holiday.

The collective agreement specifies that the "bonus" theory applies only when the holiday falls on a rest day or during annual vacation. There is no indication in the agreement, the company said, that the "bonus" theory is to apply on the basis of payment of holiday pay to all employees regardless of whether they fall on working or non-working days. At the time of the Labour Day holiday, the employees were on strike, and they could not claim to be employees — that is, persons actually working for wages at the time of the holiday.

The Arbitrator found that, in order for an employee to receive holiday pay, he must qualify in three respects: he must have been in the service of the company and available for duty for at least 30 calendar days; he must be available for duty on such holiday if it occurs on one of his workdays, excluding vacation days; and he must be entitled to wages for at least 15 shifts or tours of duty during the 30 calendar days immediately preceding the general holiday. The Arbitrator decided, therefore, that an employee on strike — one who has temporarily removed himself from being subject to direction as to employment — would have to advise his employer that he was "available for duty on such holiday, if notified prior to completion of his shift." He was not aware that any of the employees had complied with this requirement.

For these reasons, the claim was disallowed.

CASE No. 105

Dispute between Canadian Pacific Railway Company and Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees concerning a claim of the brotherhood that the company violated the general holiday provisions of the collective agreement when it declined to pay holiday pay to seven employees of the Works Manager's Office at the Angus Shops on Labour Day, September 5, 1966.

This claim arises from the same situation that existed in the dispute described in Case 104 above, which dealt with a strike staged by non-operating railway employees between August 26 and September 6 or 7, 1966.

Three of the seven employees working in the Works Manager's Office at the Angus Shops reported for work, after cessation of the strike, at 9 a.m. on September 5; two reported for work at 10 a.m. on the same date, one and a half hours late; and two reported for work on the following day.

The brotherhood's argument was exactly similar to that submitted in Case 104. Both parties agreed that the decision reached in that case should govern in this matter.

For the reasons given in Case 104, the grievance was dismissed.

CASE No. 106

Dispute between Canadian Pacific Railway Company (SD & PC Dept.) and Brotherhood of Railroad Trainmen, *ex parte*, concerning the interpretation and application of an article of the current collective agreement.

In this *ex parte* case, the brotherhood complained, in general terms, that: "The company does not negotiate the crewing of cars in each district as provided for in [an article] of the collective agreement." The article reads: "Staffing of cars: it is agreed that the staffing of cars will be governed by traffic conditions, and shall be the subject of negotiation between the company's officers and the employees' representatives in each district."

The company took the position that it had the sole right of management to decide the number of employees to be assigned when staffing cars. The brotherhood contended that, under the provisions of the above article of the collective agreement, the staffing of cars must be negotiated between the company's officers and the employees' representatives in each district.

The company raised a preliminary objection that the brotherhood had failed to present any specific example of the alleged violation in this respect. The brotherhood admitted that it had no specific information to present, other than the general statement that the company was not adhering to the provision of this article.

In his award, the Arbitrator required that he be presented with at least one instance of a violation as claimed. This was necessary, he ruled, not only for his own information, but to permit the company to reply to whatever was alleged.

For these reasons, the claim was disallowed.

CASE No. 107

Dispute between Canadian Pacific Railway Company (SD & PC Dept.) and Brotherhood of Railroad Trainmen *ex parte* concerning the interpretation and application of an article of the current collective agreement.

Some dining cars used in coffee shop service were refitted to remove four tables and replace them with ashtray stands that could hold beverage glasses. In this way, the seating arrangement for feeding was reduced from 48 seats to 32. The remaining 16 seats were for bar service only.

In these cars, buffet car rates were paid to the stewards and chefs assigned to these cars during the period February 14 to 17 when the cars were used.

An article of the collective agreement specifies that, when the standard of service and/or the seating capacity of a particular feeding unit is increased beyond the limits outlined, the said feeding unit will be reclassified to the next classification. The brotherhood claimed that the menu of the converted coffee shop car was as elaborate as that of a regular dining car. Samples of menus were submitted.

The company said that the physical structure of a car used in feeding service is not a factor in determining the classification of feeding cars or the rates to be paid employees manning them. The governing factors in determining the classification of feeding cars are the seating capacity of the feeding portion of a car and the menu selections.

A letter from T. P. James, manager of

the company's Sleeping, Dining and Parlor Car Department, outlined the position of the company. "In the case at issue, the seats available for meal service in these units were reduced from 48 to 32, which is 4 seats less than the maximum permitted for coffee shop service. The menu featured was a regular coffee shop menu, and therefore there is no justification for the contention that the company is in violation of the article of the collective agreement."

Reference was made to a previous dispute submitted to arbitration. The ruling in this case was that, as the feeding capacity did not exceed 36, there was not any breach of the contract. It was further ruled that, if there was to be any change in the classification of the crew providing coffee shop service, and the rate of pay to which they were entitled, this is properly a matter for negotiations, and not a matter to be decided by arbitration.

The arbitrator found that the cars in question were converted in a manner that did not bring them into conflict with the contract. As to the menus, the Arbitrator was satisfied that there was no contradiction to the company's claim that those used were regular coffee shop menus, the same that were in effect prior to and after the use of the cars in question.

For these reasons, the claim was disallowed.

CASE No. 108

Dispute between Canadian Pacific Railway Company (SD & PC Dept.) and Brotherhood of Railroad Trainmen *ex parte* concerning the right of the company to deduct five hours and forty minutes from the time claims of a steward and crew by releasing the crew for rest at 10 p.m. while en route.

A steward and crew, booked on a four-day assignment arrived at the final terminal at 3.40 a.m., nine hours and 55 minutes late, although the train had been on schedule when it left the previous terminal.

The crew claimed continuous time between the terminals, with one deduction of eight hours for rest the previous night. The company rejected part of the time claims, the period from 10 p.m. to 3.40 a.m., when the train pulled into the station, because the crew was released for rest at 10 p.m. on that night.

The brotherhood contended that this reduction was in violation of an article of the collective agreement that governs rest periods. It argued that the reduced period did not come within the meaning of the article, which provides that "where overnight travel is concerned, a maximum of 8 hours may be deducted for rest between the hours of 10 p.m. and 6 a.m."

Reference was made to three previous disputes: Case 676 of the Canadian Railway Board of Adjustment No. 1, and Cases 75 and 99 of the Canadian Railway Office of Arbitration (L.G. 1957, p. 714; Dec. 1967, p. 762; April, p. 234). In these cases, the Arbitrator found that the crew was paid in accordance with the existing provisions of the agreement.

The Arbitrator noted that these previous cases took into account other articles of the agreement; one contemplates rest periods being deducted, and the other specifies the maximum time that may be deducted, and mentions 10 p.m. as a possible starting time for a rest period.

On the trip in question, the crew was released for rest at that hour. The Arbitrator said that the term, "a maximum of 8 hours may be deducted for rest between the hours of 10 p.m. and 6 a.m.," becomes important because although it suggests that no more than that period may be deducted for rest, there is nothing to prevent less than that period being deducted between those hours.

As in Case 75, the Arbitrator found that the members of this crew were paid in accordance with the existing provisions of the agreement.

CASE No. 109

Dispute between Canadian Pacific Railway Company (SD & PC Dept.) and Brotherhood of Railroad Trainmen *ex parte* concerning the claim of a waiter for payment of his guarantee when held out of service for four days due to the reduction and rearrangement of staff by the company.

Dining car crews in operation between two terminals were reduced by the company. The fourth waiter on one crew was removed from service because he was junior waiter to three other waiters. The collective agreement specifies that, when it is necessary to reduce staff, this will be in the reverse order of seniority.

Crews leaving the terminal on service on the following two days were stationed in another district in which the waiter did not hold seniority rights. On the third day, the waiter was able, through exercise of seniority, to displace a waiter junior to him in the district. The brotherhood maintained that this was the first day following his reduction that he was able to displace a regularly assigned junior waiter through the exercise of seniority.

Another article of the collective agreement provides, however, that employees will not be paid for time lost in the exercise of seniority. "An employee who has been assigned to a run will be placed in it in seniority order after expiration of layover from the preceding trip."

The Arbitrator noted that this provision was in direct conflict with what was asked for in the employee's claim. For this reason, the claim was disallowed.

Employment Review for May

Employment increased by 229,000 to 7,505,000 in May, and was 96,000 higher than in the same period a year ago.

The labour force, at 7,871,000, was 159,000 higher than in April, and 158,000, or 2.0 per cent higher than in May 1967.

Unemployment declined by 70,000 to 366,000 from 436,000 in April, and was 62,000 higher than in May 1967.

Unemployment in May represented 4.6 per cent of the labour force, compared with 3.9 per cent in May 1967, and 3.3 per cent in May 1966.

Employment

Employment, at 7,505,000, increased by 229,000 between April and May. The increase of 96,000 from May 1967 was shared by the Atlantic, Ontario, Prairie and British Columbia regions. Quebec was the only region that failed to show an employment gain.

Farm employment increased by 51,000, and non-farm employment by 178,000, between April and May. The construction industry, stimulated by a high level of residential construction, showed the largest increase in non-farm employment, 42,000. Among other major industries, there were increases of 34,000 in community, business and personal services, 27,000 in manufacturing, 22,000 in forestry, and 21,000 in transportation, communication and other utilities.

Compared with a year earlier, non-farm employment in May was 112,000 higher, and farm employment was 16,000 lower. The largest increases in non-farm employment took place in community, business and personal services, 47,000, and trade, 43,000. There were increases also in transportation, communication and other utilities, 21,000, and finance, insurance and real estate, 14,000. Employment was lower than a year earlier in manufacturing, 25,000, and construction, 14,000.

Unemployment

Unemployment, at 366,000, was 70,000 lower than in April, but was 62,000 higher than in May 1967. Of the 366,000 unemployed in May, 119,000, or 32 per cent, were unemployed for less than a month. Of the remainder, 108,000, or 30 per cent, were unemployed for one to three months, and 139,000, or 38 per cent, for four months or more.

Publications Received in the Department of Labour Library

List No. 233

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Applicants must apply through the library of their organization. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

American Statistical Association

1. AMERICAN STATISTICAL ASSOCIATION. BUSINESS AND ECONOMIC STATISTICS SECTION. *Proceedings, 1966. Papers presented at the Annual Meeting of the American Statistical Association, Los Angeles, California, August 15-19, 1966, under the Sponsorship of the Business and Economic Statistics Section.* Washington [1967 ?]. Pp. 487.

2. AMERICAN STATISTICAL ASSOCIATION. SOCIAL STATISTICS SECTION. *Proceedings, 1966; Papers and Discussions presented at the 126th Annual Meeting . . . Los Angeles, California, August 15-19, 1966.* Washington [1967 ?]. Pp. 503.

Partial contents: Evaluation of 1960 census count. Educational data from large scale testing programs. Methodology of program evaluation. Standard occupational classification. Migration and economic opportunity. Population growth estimation studies. Co-ordination of federal, state and local statistics. Time Series VII: manpower application. Statistics for the poverty program. Measurement of voting behavior.

Annual Reports

3. CANADA. BOARD OF TRUSTEES OF THE MARITIME TRANSPORTATION UNIONS. *Annual Report for the Period, January 1, 1967 to December 31, 1967.* Montreal, 1968. Pp. 19.

CANADA. CONSEIL D'ADMINISTRATION DES SYNDICATS DES TRANSPORTS MARITIMES. *Rapport annuel, 1er janvier 1967 au 31 décembre 1967.* Montréal, 1968. Pp. 21.

4. CIVIL SERVICE CLERICAL ASSOCIATION. *Annual Report and Statement of Accounts, 1967.* London, 1968. Pp. 196.

5. NEW BRUNSWICK. WORKMEN'S COMPENSATION BOARD. *Forty-ninth Annual Report, 1967.* St. John, 1968. Pp. 34.

6. NOVA SCOTIA. DEPARTMENT OF LABOUR. *Annual Report. Fiscal Year ending March 31, 1967.* Halifax, Queen's Printer, 1967. Pp. 68.

7. QUEBEC (PROVINCE). MINISTÈRE DU TRAVAIL. *Rapport annuel 1966/67.* Québec, Imprimeur de la Reine [1968 ?]. Pp. 205.

8. SASKATCHEWAN. DEPARTMENT OF LABOUR. *Twenty-third Annual Report for the Fiscal Year ended March 31, 1967.* Regina, Queen's Printer, 1968. Pp. 122.

9. SASKATCHEWAN. WORKMEN'S COMPENSATION BOARD. *Thirty-eighth Annual Report for the Calendar Year 1967.* Regina, Queen's Printer, 1968. Pp. 28.

10. U.S. FEDERAL MEDIATION AND CONCILIATION SERVICE. *Twentieth Anniversary Report, 1947-67 Fiscal Year 1967.* Washington, GPO, 1968. Pp. 80.

Report year ends June 30th.

11. WISCONSIN. UNIVERSITY. CENTRE FOR STUDIES IN VOCATIONAL AND TECHNICAL EDUCATION. *Annual Report.* November 1967. Madison, 1967. Pp. 53.

Business

12. KEYS, B. ALLAN. *Medium-Term Business Investment Outlook — 1967 Survey.* Ottawa, Queen's Printer, 1967. Pp. 255.

Economic Council of Canada. Staff study no. 22.

This survey of 104 companies projects expenditures from 1966 to 1972.

13. U.S. BUREAU OF THE CENSUS. *Annual Survey of Manufactures, 1966; General Statistics for Industry Groups and Industries.* Washington, GPO, 1968. Pp. 28.

14. WHITE, DEREK A. *Business Cycles in Canada.* Ottawa, Queen's Printer, 1967. Pp. 272.

Economic Council of Canada. Staff study no. 17.

Partial contents: Defining, identifying and classifying business cycles. A brief historical summary of North American business cycle experience. Some key elements in the generation and transmission of business cycles. Some major empirical features of recent North American cyclical fluctuations. Canada-United States cyclical interrelations. Factors underlying the reduced postwar amplitude of fluctuations in North American economic activity.

Collective Bargaining

15. HAWLEY, KAREN SUE. *Economics of Collective Bargaining for Nurses.* Ames, Iowa, Industrial Relations Center, Iowa State University, 1967. Pp. vii, 180.

"In this study . . . an attempt is made to predict the possible relationship between nursing's use of economic pressures upon employers and the easing of the nursing shortage."

16. NOVA SCOTIA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH DIVISION. *Collective Agreement Survey in the Manufacturing Industry.* Halifax, 1967. Pp. 74.

This analysis, in both tabular and chart form, gives statistical highlights of 117 collective agreements.

Economic Conditions

17. ALBERTA. DEPARTMENT OF INDUSTRY AND DEVELOPMENT. INDUSTRIAL DEVELOPMENT BRANCH. *Survey of Lacombe.* Revised October, 1967. Edmonton, 1967. Pp. 18.

18. BUCKLEY, HELEN LAWRENCE (AIKENHEAD). *Canadian Policies for Rural Adjustment: a Study of the Economic Impact of ARDA, PFRA, and MMRA,* by Helen Buckley and Eva Tihanyi. Ottawa, Queen's Printer, 1967. Pp. 268.

The authors were assisted by Dr. Glen A. Mumey who contributed *A supplement on benefit-cost analysis* (Appendix A, pages 157-170).

"The objective of this study is to examine how effectively federal programs under the Prairie Farm Rehabilitation Act (PFRA), the Maritime Marshland Rehabilitation Act (MMRA) and the Agricultural and Rural Development Act (ARDA) have contributed, or appear likely to contribute in the future, to the growth of rural incomes and to the reduction of inter-regional income disparities in Canada."

19. *Economic Development Issues: Latin America* [by] Roberto Alemann [and others. New York]. Committee for Economic Development, 1967. Pp. xii, 340.

"The outgrowth of the work of CED's Subcommittee on Development Policy."

Deals with economic development in Argentina, Brazil, Chile, Colombia, Mexico and Peru.

20. LEVITT, KARI. *Canada-West Indies Economic Relations,* by Kari Levitt and Alister McIntyre. Montreal, Private Planning Association of Canada, 1967. Pp. 181.

"Sponsored by the Canadian Trade Committee, Private Planning Association of Canada and by the Centre for Developing-Area Studies, McGill University."

Partial contents: The development problem in the West Indies, a general view. A brief review of economic relations between Canada and the West Indies. West Indian exports to Canada. Canada's exports to the West Indies. Immigration. Canadian aid to the West Indies. Towards a strategy for future Canada-West Indies relations. Appendix I. Final communiqué of the Commonwealth Caribbean-Canada Conference, Ottawa, July 6-8, 1966, and related documents.

La Fédération des Travailleurs du Québec

(The following two booklets were issued and published by the F.T.Q. in Montreal in 1967.)

21. *Guide FTQ: la sécurité sociale.* 1ère ed. Pp. 167, [2].

22. *Politique de la FTQ, 1960-1967. Pp. 125.*

Great Britain. National Board for Prices and Incomes

The following seven reports were issued by the Board in 1967 and 1968 and published in London by HMSO.

23. *Charges, Costs and Wages in the Road Haulage Industry.* Pp. [41].

Its Report no. 48.

The Board examined the question of charges, costs and wages and the scope for increasing productivity in the British road haulage industry.

24. *Costs and Charges in the Radio and Television Rental and Relay Industry.* Pp. 36.

Its Report no. 52.

The Board sought to inquire whether rental costs were justified in rising and whether the increased costs were right in relation to the industry's present and prospective costs and profits.

25. *Pay and Conditions of Service of Engineering Workers; First Report on the Engineering Industry.* Pp. [70].

Its Report no. 49.

The Board examined the "working of the current engineering long-term agreement, including its effect on earnings levels and differentials, productivity, costs and prices." The Board also examined "the pay and conditions of service of supervisory, clerical, technical and similar workers in the engineering industry." "Engineering" industry covers activities concerned with the manufacture, installation, maintenance and repair of mainly metal goods.

26. *Pay and Productivity of Industrial Employees of the United Kingdom Atomic Energy Authority.* Pp. 43.

Its Report no. 51.

The Board examined "the pay and conditions of service of industrial employees of the United Kingdom Atomic Energy Authority and the scope for increasing productivity."

27. *Pay of Chief and Senior Officers in Local Government Service and in the Greater London Council.* Pp. [50].

Its Report no. 45.

Two matters involving wages for approximately 8,000 senior administrative staff in local government in the United Kingdom were referred to the Board for its opinion.

28. *Prices of Fletton and Non-fletton Bricks.* Pp. [19].

Its Report no. 47.

The Board examined the question of proposed price increase in the British brick industry.

29. *Productivity Agreements in the Bus Industry.* Pp. [60].

Its Report no. 50.

The Board examined the question of productivity agreements in the bus industry, with particular reference to one-man operation.

Industrial Disputes

30. BLACKMAN, JOHN LEROY. *Presidential Seizure in Labor Disputes.* Cambridge, Harvard University Press, 1967. Pp. xvi, 351.

In American history, there have been 71 instances of presidential seizure and temporary operation of industrial property in labour disputes since the Civil War. This book is an analytical study of presidential seizure in labour disputes as well as an examination of other coercive measures used by presidents to forestall threatened stoppages.

31. UPHOFF, WALTER HENRY. *Kohler on Strike; Thirty Years of Conflict.* Boston, Beacon Press, 1967. Pp. xx, 450.

A detailed account of the longest industrial disputes in American history. The first Kohler Strike lasted from 1934 to 1941; the second, from 1954 to 1960. The Kohler Company is located near Sheboygan, Wisconsin. The union involved in the 1954 to 1960 strike was the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America.

Industrial Relations

32. HANSLOWE, KURT L. *The Emerging Law of Labour Relations in Public Employment.* Ithaca, New York State School of Industrial and Labor Relations, Cornell University, 1967. Pp. 117.

This book examines the recent increase in collective bargaining by government employees in the U.S.

33. SCHONNING, GIL. *Some Aspects of Industrial Relations in Canada; an Address to West Ottawa Lions' Club, January 9, 1968.* Ottawa, Canada Dept. of Labour, 1968. Pp. 17.

Insurance Unemployment

34. CONFERENCE ON UNEMPLOYMENT INSURANCE RESEARCH, UPJOHN INSTITUTE FOR EMPLOYMENT RESEARCH, BALTIMORE, 1967. *Challenging Problems for Unemployment Insurance Research; Summary of Proceedings of a Conference on Unemployment Insurance Research convened by the W. E. Upjohn Institute for Employment Research in Baltimore, Maryland, May 4 and 5, 1967.* Edited by Merrill G. Murray. Kalamazoo, Mich., W. E. Upjohn Institute for Employment Research, 1967. Pp. 39.

The topics discussed at the conference were federal research on unemployment, research by State employment security agencies, the purpose of unemployment insurance, insurance coverage, benefits, financing, and public understanding and attitudes concerning unemployment insurance.

35. KELLY, LAURENCE ALEXANDER. *The Case for Automatic Adjustment Mechanisms in Unemployment Insurance.* Kingston, Ont., Industrial Relations Centre, Queen's University, 1968. Pp. iv, 25.

The author argues that Canada's unemployment insurance program would have been more effective if the earnings-related provisions of the program had been adjusted automatically since 1959, the last time adjustments were made.

Labour Supply

36. CANADIAN INSTITUTE OF MINING AND METALLURGY. GENERAL COMMITTEE ON EDUCATION. *A Survey of Manpower Requirements of the Canadian Mineral Industry by the General Committee on Education, the Canadian Institute of Mining and Metallurgy in co-operation with the Provincial Ministers of Mines.* Montreal, 1967. lv. (various pagings).

Report prepared by Urwick, Currie and Partners Ltd. Some portions prepared by J. P. Warner of the University of Toronto.

Based on replies from 465 establishments employing 116,000. Information is given for manpower requirements in mining establishments, oil and gas establishments, and institutions.

37. GREAT BRITAIN. MINISTRY OF LABOUR. MANPOWER RESEARCH UNIT. *Occupational Changes, 1951-61.* London, HMSO, 1967. Pp. 34.

"Presents the results of a study of the changes in the occupational structure of industry between 1951 and 1961."

38. NATIONAL INDUSTRIAL CONFERENCE BOARD *Measuring Job Vacancies; a Feasibility Study in the Rochester, N.Y. Area,* by John G. Myers and Daniel Creamer. New York, 1967. Pp. xiv, 278.

This study is based on three quarterly surveys of a representative sample of about 400 employers in the Rochester New York, area in 1965.

39. ORGANIZATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT. MANPOWER AND SOCIAL AFFAIRS COMMITTEE. *Adaptation and Employment of Special Groups of Manpower: implementing an Active Manpower Policy; Conclusions . . . [on] Older Workers, Workers with Family Responsibilities, Rural Workers in Non-agricultural Employment and Urban Areas. Paris, OECD, 1968.* Pp. 51.

Contains the conclusion of the Manpower and Social Affairs Committee and includes a list of publications and reports prepared for the Social Affairs Division on each subject.

40. SWEDEN. LABOUR MARKET BOARD. *Swedish Employment Policy.* Stockholm, 1967. Pp. 21.

Reprinted from the Board's Annual report for January 1966-June 1967.

An outline of the activities of the National Labour Market Board of Sweden.

Labouring Classes

41. CANADA. COMMISSION OF INQUIRY CONCERNING EMPLOYMENT IN THE UNDERTAKING OF TRANSPORTING GOODS INTERPROVINCIALLY AND INTERNATIONALLY BY MEANS OF MOTOR VEHICLES. *Report.* Ottawa, Canada Dept. of Labour, 1967. lv. (various pagings).

On cover: Report of the Commission of Inquiry, hours of work in the trucking industry under federal jurisdiction . . .

C. A. L. Murchison, commissioner.

42. [INTERNATIONAL MANAGEMENT SEMINAR ON EMIGRANT WORKERS RETURNING TO THEIR HOME COUNTRY, ATHENS, 1966]. *Emigrant Workers returning to Their Home Country, International Management Seminar, Athens, 18th-21st October, 1966. Final Report.* Paris, OECD, 1967. Pp. 101.

At head of title: International seminars, 1966-4.

— *Supplement to the Final Report.* Paris, OECD, 1967. Pp. 344.

43. NATIONAL ADVISORY COMMITTEE ON FARM LABOR. *Farm Labor Organizing 1905-1967, a Brief History.* New York, 1967. Pp. 68.

Describes the attempts of American farm workers to form trade unions and to bargain with their employers.

44. TOURAINE, ALAIN. *Workers' Attitudes to Technical Change, an Integrated Survey of Research,* by Alain Touraine [and others. Paris], OECD, 1965. Pp. 177.

Presents the main discoveries which have been made concerning workers' reaction to technical change. The worker is considered in relation to his job, to his organization, to industrial society as a wage earner, and to the community.

45. U.S. BUREAU OF LABOR STATISTICS. *Labor Developments in the U.S.S.R.* Washington, 1966. Pp. 45.

Contents: The economic reform and its labor aspects in the U.S.S.R. Recent changes in labor controls in the Soviet Union. Labor conditions in the U.S.S.R. Underemployment and unemployment in the Soviet Union. Significant Soviet wage and other labor data for 1965. Trade unions and labor-management relations in the Soviet Union: a brief description and bibliography.

46. U.S. DEPARTMENT OF LABOR. WAGE AND HOUR AND PUBLIC CONTRACTS DIVISION. *Premium Payments for Overtime under the Fair Labor Standards Act, November 1967.* Washington, GPO, 1967. lv. (various pagings).

Reports the finding of an investigation into "present practices dealing with overtime payments for work in excess of forty hours a week and the extent to which such overtime work impedes the creation of new job opportunities in American industry."

Women

47. COHEN, WILBUR J. *Womanpower Policies for the 1970's.* Washington, U.S. Dept. of Labor, Manpower Administration, 1967. Pp. 40.

A Seminar on Manpower Policy and Program.

"Condensed transcript of the seminar held in Washington, D.C., April 13, 1967."

Dr. Cohen, Secretary of Health, Education, and Welfare as of March 1968, was Under Secretary of that Department at the time he participated in the Seminar. He said, "The increasing importance of women as a major segment of the labor force also has implications in terms of economic growth, the distri-

bution of income, tax yields, labor supply, and birth rates" A discussion period followed the talk.

48. GUNDREY, ELIZABETH. *Jobs for Mothers.* London, Hodder & Stoughton in association with Hilary Rubinstein, 1967. Pp. 159.

"An original paperback."

This book is written for the woman with a family who wants to return to working outside the home. Problems such as the care of children, lack of training, and the burden of housework are discussed. The second half of the book contains a guide to jobs that might be considered by married women returning to employment outside the home.

49. MYRDAL, ALVA (REIMER). *Women's Two Roles, Home and Work*, by Alva Myrdal and Viola Klein. [2nd ed. rev. and reset] London, Routledge & Kegan Paul, 1968. Pp. 213, 13.

The authors, both distinguished sociologists, examine the place of married women in the labour force.

50. NATIONAL CONFERENCE OF COMMISSIONS ON THE STATUS OF WOMEN. 3rd, WASHINGTON, D.C., 1966. *Targets for Action: the Report of the Third National Conference of Commissions on the Status of Women, Washington, D.C., June 28-30, 1966.* Washington, GPO, 1967. Pp. 90.

Conference cosponsored by the Interdepartmental Committee on the Status of Women and the Citizens' Advisory Council on the Status of Women.

This report summarizes and includes excerpts from the speeches, discussions, and conclusions of the conference sessions.

51. U.S. WOMEN'S BUREAU. *Job Horizons for College Women.* Rev. ed. Washington, GPO, 1967. Pp. 83.

Describes briefly a number of careers open to college women, the educational and training requirements for these professions, and suggests sources of further information for occupations.

52. U.S. WOMEN'S BUREAU. *Why not be an Engineer?* Washington, GPO, 1967. 1 folder.

Miscellaneous

53. CANADA. DEPARTMENT OF LABOUR. FAIR EMPLOYMENT PRACTICES BRANCH. *Human Rights in Canada related to Employment.* Ottawa, Queen's Printer, 1967. Pp. 19.

Title in French: Droits de l'homme au Canada relativement à l'emploi.

CANADA. MINISTÈRE DU TRAVAIL. DIRECTION DES JUSTES MÉTHODES D'EMPLOI. *Droits de l'homme au Canada relativement à l'emploi.* Ottawa, Imprimeur de la Reine, 1967. Pp. 20.

54. CHARTIER, ROGER. *The Management of Professional Employees.* Kingston, Ont., Industrial Relations Centre, Queen's University, 1968. Pp. 13.

"A paper presented at the 1967 session of the annual White-Collar Personnel Seminar held by the Industrial Relations Centre, Queen's University, Kingston, Ontario."

Discusses the relationship which should exist between a professional employee and the company for which he works.

55. DOSSER, DOUGLAS G. M. *Taxes in the EEC and Britain: the Problem of Harmonization* [by] Douglas Dosser and S. S. Han. London [Royal Institute of International Affairs; Political and Economic Planning] 1968. Pp. 46.

Partial contents: Taxation in Britain and the Common Market: the Initial Position. Tax harmonization in the EEC. Implications for the British tax system. Taxation and European economic policy.

56. GREAT BRITAIN. MINISTRY OF LABOUR. MANPOWER RESEARCH UNIT. *Electronics.* London, HMSO, 1967. Pp. 72.

Discusses occupational requirements, problem areas, and the effects of new techniques in the electronics and telecommunications industry in Great Britain.

57. GREAT BRITAIN. ROYAL COMMISSION ON TRADE UNIONS AND EMPLOYERS' ASSOCIATIONS. *Employers' Associations. The Results of Two Studies: 1. The Functions and Organization of Employers' Associations in Selected Industries, by V. G. Munns. 2. A Survey of Employers' Association Officials, by W. E. J. McCarthy.* London, HMSO, 1967. Pp. xii, 121.

Its Research papers, 7.

"'Employers' associations', for the purpose of this paper, are organisations of employers of labour which seek to assist, influence, or control the industrial relations decisions of member firms." The first part of this study examines the objectives, activities, and influence over members of thirty-three associations. The second part reports on a survey of thirty-five associations and considers some matters not covered by the first paper.

58. HELMERS, HENRIK O. *The United States-Canadian Automobile Agreement, a Study in Industry Adjustment.* Ann Arbor, Institute for International Commerce, Graduate School of Business Administration, University of Michigan [c1967]. Pp. 188.

The author's doctoral dissertation formed the basis of this study.

A study of the effects of the "Agreement concerning automotive products between the Government of the United States of America and the Government of Canada" signed on January 16th, 1965.

59. INTERNATIONAL LABOUR OFFICE. *The Cost of Social Security; Sixth International Inquiry, 1961-1963.* Geneva, 1967. Pp. 353.

Text in English, French and Spanish.

Title in French: Le coût de la sécurité sociale . . . .

Presents information concerning 61 countries.

BUREAU INTERNATIONAL DU TRAVAIL. *Le coût de la sécurité sociale: sixième enquête internationale, 1961-1963.* Genève, 1967. Pp. 353.

Texte en français, en anglais, et en espagnol.

60. OECD CONFERENCE ON THE FINANCING OF EDUCATION FOR ECONOMIC GROWTH, PARIS, 1964. *Financing of Education for Economic Growth: Papers prepared for the Conference organized by the Directorate for Scientific Affairs of OECD held in Paris, 21st-24th September, 1964; edited by Lucille Reifman, Papers by D. Blot* [*and others*], Paris, OECD, 1966. Pp. 429.

At head of title: OECD Study Group on the Economics of Education.

The papers in this volume concern ways in which money can be raised to pay the costs of education. There are eighteen papers and three summary reports.

61. PHILLIPS, ROBERT ARTHUR JOHN. *Canada's North.* Toronto, Macmillan of Canada, 1967. Pp. xiv, 306.

This book is concerned with the Yukon and the Northwest Territories.

62. SOCIAL PLANNING COUNCIL OF METROPOLITAN TORONTO. *Guides for Family Budgeting, prepared for the Use of Social and Health Agencies of Metropolitan Toronto.* 1967-1968. Toronto, 1967. Pp. 66.

63. U.S. BUREAU OF LABOR STANDARDS. *Construction Safety; Site Clearing.* Washington, GPO, 1967. Pp. 20.

Statistics Section

Current Labour Statistics

Principal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*	May 18	7,871	+ 2.1	+ 2.0
Employed	May 18	7,505	+ 3.1	+ 1.3
Agriculture	May 18	584	+ 9.6	− 2.7
Non-agriculture	May 18	6,921	+ 2.6	+ 1.6
Paid workers	May 18	6,397	+ 2.7	+ 1.6
At work 35 hours or more	May 18	6,192	+10.8	+ 0.4
At work less than 35 hours	May 18	1,091	−20.1	+ 7.8
Employed but not at work	May 18	222	−31.1	− 3.5
Unemployed	May 18	366	−16.1	+20.4
Atlantic	May 18	44	−30.2	− 2.2
Quebec	May 18	134	−23.4	+ 8.9
Ontario	May 18	104	− 2.8	+40.5
Prairie	May 18	36	−10.0	+38.5
Pacific	May 18	48	− 5.9	+33.3
Without work and seeking work	May 18	347	−13.9	+21.8
On temporary layoff up to 30 days	May 18	19	−42.4	0.0
INDUSTRIAL EMPLOYMENT (1961 = 100)	February	117.5	− 1.3	− 0.7
Manufacturing employment (1961 = 100)	February	117.8	− 1.7	− 3.5
IMMIGRATION	1st. Qtr. 1968	35,601	—	−19.1
Destined to the labour force	1st. Qtr. 1968	18,864	—	−22.5
STRIKES AND LOCKOUTS				
Strikes and lockouts	May	116	+34.9	+19.6
No. of workers involved	May	30,993	−25.8	−40.0
Duration in man-days	May	410,710	+26.5	−14.5
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)	February	$106.99	+ 0.8	+ 6.1
Average hourly earnings (mfg.)	February	$ 2.49	0.0	+ 6.0
Average hours worked per week (mfg.)	February	40.4	+ 1.0	+ 0.5
Average weekly wages (mfg.)	February	$100.42	+ 0.9	+ 6.6
Consumer price index (1949 = 100)	May	154.2	+ 0.1	+ 4.1
Index numbers of weekly wages in 1961 dollars (1961 = 100)	February	113.8	+ 0.6	+ 2.0
Total labour income (thousands of dollars)	February	2,722	+ 0.2	+ 7.0
INDUSTRIAL PRODUCTION				
Total (average 1949 = 100)	March	289.2	+ 0.3	+ 3.5
Manufacturing	March	251.4	+ 1.5	+ 1.9
Durables	March	248.4	+ 1.1	− 3.3
Non-durables	March	254.0	+ 1.9	+ 6.6
NEW RESIDENTIAL CONSTRUCTION†				
Starts	April	11,883	+36.0	+44.6
Completions	April	11,477	+35.3	+10.4
Under construction	April	78,998	+ 0.1	+32.9

*Estimates of the labour force, the employed and the unemployed, are from *The Labour Force*, a monthly publication of the Dominion Bureau of Statistics which also contains additional details of the characteristics of the labour force, together with definitions and explanatory notes.

†Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

D-1 to D-4—Manpower Division

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

H—Employment Fatalities

A—Labour Force

TABLE A-1—Regional Distribution, Week Ended May 18, 1968

	Canada	*Atlantic*	*Quebec*	*Ontario*	*Prairies*	*British Columbia*
			(in thousands)			
THE LABOUR FORCE	7,871	643	2,213	2,902	1,328	785
Men	5,444	455	1,546	1,975	925	543
Women	2,427	188	667	927	403	242
14-19 years	776	72	222	244	157	81
20-24 years	1,184	118	382	392	191	101
25-44 years	3,346	237	964	1,276	527	342
45-64 years	2,342	197	592	898	413	242
65 years and over	223	19	53	92	40	19
EMPLOYED	7,505	599	2,079	2,798	1,292	737
Men	5,158	417	1,437	1,898	897	509
Women	2,347	182	642	900	395	228
Agriculture	584	27	132	140	256	29
Non-agriculture	6,921	572	1,947	2,658	1,036	708
Paid workers	6,397	518	1,785	2,483	969	642
Men	4,267	353	1,208	1,650	620	436
Women	2,130	165	577	833	349	206
UNEMPLOYED	366	44	134	104	36	48
Men	286	38	109	77	28	34
Women	80	*	25	27	*	14
PERSONS NOT IN LABOUR FORCE	6,342	688	1,879	2,159	986	630
Men	1,601	204	473	522	243	159
Women	4,741	484	1,406	1,637	743	471

*Less than 10,000. SOURCE: Labour Force Survey, DBS.

TABLE A-2—Age, Sex and Marital Status, Week Ended May 18, 1968

	Total	14-19 Years All Persons	20-64 years Men Married	20-64 years Men Other	20-64 years Women Married	20-64 years Women Other	65 Years and Over All Persons
			(in thousands)				
POPULATION 14 YEARS OF AGE AND OVER*	14,213	2,357	4,020	1,131	4,159	1,049	1,497
LABOUR FORCE	7,871	776	3,851	964	1,317	740	223
Employed	7,505	697	3,719	872	1,290	712	215
Unemployed	366	79	132	92	27	28	**
NOT IN LABOUR FORCE	6,342	1,581	169	167	2,842	309	1,274
PARTICIPATION RATE†							
1968—May 18	55.4	32.9	95.8	85.2	31.7	70.5	14.9
April 20	54.4	31.5	95.4	80.5	31.1	69.1	14.5
UNEMPLOYMENT RATE‡							
1968—May 18	4.6	10.2	3.4	9.5	2.1	3.8	**
April 20	5.7	10.7	4.7	12.0	2.5	3.6	4.6

*Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories s
†The labour force as a percentage of the population 14 years of age and over.
‡The unemployed as a percentage of the labour force.
**Less than 10,000 unemployed.
SOURCE: Labour Force Survey, DBS.

TABLE A-3—Unemployed, Week Ended May 18, 1968

	May 1968	April 1968	May 1967
	(in thousands)		
TOTAL UNEMPLOYED	366	436	304
On temporary layoff up to 30 days	19	33	19
Without work and seeking work	347	403	285
SEEKING			
Full-time work	327	387	268
Part-time work	20	16	17
Under 1 month	100	87	97
1-3 months	108	140	91
4-6 months	77	119	57
More than 6 months	62	57	40

SOURCE: Labour Force Survey, DBS.

TABLE B-1—Estimates of Labour Income, by Industry

Year and Month	Mining	Manufacturing	Transportation, Storage and Communication†	Forestry	Construction	Public Utilities	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals‡
	Monthly Totals									
	(millions of dollars)									
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1967—January	64.5	683.5	224.2	33.0	190.3	42.8	354.6	791.0	119.2	2,516.5
February	65.4	689.0	220.0	34.0	184.2	43.1	354.6	799.3	135.2	2,538.0
March	66.4	697.0	220.4	29.9	187.6	43.7	360.3	817.5	137.5	2,575.0
April	64.6	701.1	226.0	28.0	201.2	44.2	366.8	829.7	140.8	2,619.9
May	66.9	710.6	234.4	32.4	212.4	44.0	373.3	850.6	139.0	2,684.9
June	69.8	722.7	241.7	37.3	223.4	46.0	382.5	874.8	144.8	2,770.7
July	69.4	719.1	246.2	39.5	234.5	48.3	379.2	839.1	145.9	2,755.1
August	70.0	733.4	245.4	38.8	240.7	49.8	377.9	849.9	144.9	2,785.4
September	68.7	739.8	243.2	43.5	238.1	50.1	385.8	890.3	139.7	2,828.8
October	68.9	732.9	241.6	42.6	234.9	49.9	388.6	886.2	140.5	2,809.7
November	69.4	733.7	240.7	41.3	221.1	50.4	398.3	884.6	134.5	2,792.4
December	69.3	718.1	230.8	30.6	177.6	49.9	404.8	885.3	126.0	2,708.8
1968—January	70.8	722.2	243.3	29.3	181.2	49.5	386.9	888.2	135.0	2,719.9
February	71.3	715.5	236.1	30.9	180.1	50.2	386.7	899.9	142.8	2,727.2
March*	71.8	720.5	236.9	28.1	183.2	50.4	391.6	907.3	148.5	2,753.6
	Seasonally Adjusted									
1966—Total	737	8,090	2,513	410	2,448	486	4,125	9,056	1,536	29,661
1967—Total	813	8,581	2,815	431	2,546	562	4,527	10,198	1,648	32,385
1967—January	64.8	696.7	225.5	38.7	224.2	44.0	361.8	803.8	131.0	2,612.7
February	65.5	700.4	227.8	37.8	218.5	44.4	363.5	807.1	131.5	2,618.0
March	66.1	702.5	232.7	37.4	218.5	45.4	368.7	821.6	132.9	2,647.0
April	67.3	706.6	230.3	39.1	223.8	45.2	371.1	827.7	134.4	2,667.1
May	67.0	708.9	234.9	35.5	211.2	44.5	374.7	839.2	136.3	2,673.1
June	67.9	710.6	238.5	35.1	209.7	44.9	377.9	849.2	138.8	2,695.0
July	68.6	719.6	236.7	33.2	206.4	46.8	379.3	859.0	138.7	2,710.9
August	69.1	725.6	240.4	33.0	209.1	47.9	380.3	865.1	139.7	2,732.2
September	69.3	728.7	235.7	35.9	208.0	49.4	385.8	873.1	141.6	2,750.0
October	68.9	722.2	236.5	36.1	202.9	49.2	384.5	879.1	141.2	2,743.5
November	69.3	727.6	239.1	36.0	209.3	50.3	388.0	883.5	141.9	2,767.3
December	69.4	731.5	236.6	33.0	204.2	50.3	391.2	889.8	140.1	2,768.3
1968—January	70.8	739.2	242.3	33.7	209.2	50.2	394.7	898.3	142.4	2,802.7
February	71.4	727.9	242.9	33.8	211.8	51.3	397.0	906.0	143.0	2,807.6
March*	71.4	729.7	247.4	35.1	210.8	51.8	399.9	914.2	145.4	2,828.2

*Preliminary.

†Includes post office wages and salaries. ‡Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping.

NOTE: Monthly figures may not add to annual totals because of rounding.

SOURCE: *Estimates of Labour Income* (DBS Cat. No. 72-005).

Tables C-1, C-2 and C-4 are based on reports from employers having 20 or more employees in any month of the year; at February 1968, employers in the principal non-agricultural industries reported a total employment of 3,445,748 Table C-3 gives estimates of total employment, by industry divisions, for the provinces and Canada, derived from the survey of establishments employing 20 or more persons and from a sample survey of establishments employing less than 2 persons. Tables C-5 to C-7 are based on reports from a some what smaller number of firms than Tables C-1, C-2 and C-4 They relate only to wage earners for whom statistics of hour of work are also available, whereas Tables C-1, C-2 and C-3 relate to salaried employees as well as to all wage earners i the reporting firms.

TABLE C-1—Employment, Payrolls and Weekly Wages and Salaries

Year and Month	*Industrial Composite‡*			*Manufacturing*		
	Index Numbers (1961 = 100)			*Index Numbers (1961 = 100)*		
	Employment	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*	*Employment*	*Average Weekly Wages and Salaries*	*Average Weekly Wages and Salaries*
			$			$
AVERAGES						
1963	104.4	106.4	83.27	106.1	106.6	86.90
1964	108.2	110.6	86.51	111.1	110.9	90.42
1965†	114.3	116.3	91.01	117.2	116.2	94.78
1966†	120.7	123.1	96.30	123.5	122.8	100.13
1967†	122.6	131.4	102.79	123.2	130.6	106.53
1967—February	118.3	128.9	100.85	122.0	127.5	103.94
March	118.6	129.1	100.98	122.0	128.4	104.73
April	119.3	130.8	102.32	121.7	130.0	106.05
May	122.3	130.6	102.19	122.9	129.8	105.86
June	125.3	131.6	102.96	124.7	130.7	106.60
July	125.8	132.1	103.35	124.3	130.1	106.12
August	127.0	132.5	103.66	126.7	130.9	106.73
September	125.9	133.9	104.77	125.5	133.0	108.45
October	124.8	134.3	105.10	123.3	134.1	109.32
November	124.3	134.5	105.26	123.2	134.5	109.71
December	120.5	131.1	102.49	119.8	132.1	107.83
1968—January*	119.0	135.6	106.10	119.8	135.3	110.30
February†	117.5	136.7	106.99	117.8	136.4	111.21

*Revised. †Preliminary.

‡Includes: Forestry; mining (including milling); manufacturing; construction; transportation, communication, and other utilities; trade; finance insurance and real estate; service (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-2—Area Summary of Employment and Average Weekly Wages and Salaries

Areas	Employment Index Numbers*			Average Weekly Wages and Salaries		
	Feb. 1968	Jan. 1968	Feb. 1967	Feb. 1968	Jan. 1968	Feb. 1967
	(1961 = 100)			$	$	$
REGION AND PROVINCE						
Atlantic Region	107.9	109.8	108.8	90.06	89.90	85.09
Newfoundland	108.8	109.8	113.0	96.56	59.15	89.94
Prince Edward Island	104.8	106.0	98.4	76.64	76.96	73.82
Nova Scotia	107.9	110.3	107.7	86.91	87.20	82.66
New Brunswick	107.8	109.7	108.4	90.84	90.96	85.71
Quebec	112.3	113.4	115.2	105.14	104.43	98.98
Ontario	120.7	123.2	122.2	109.78	109.01	103.35
Prairie Region	115.7	116.2	114.7	101.80	100.80	95.12
Manitoba	108.2	109.3	109.5	96.97	96.51	89.49
Saskatchewan	113.9	114.0	111.0	99.72	98.23	93.65
Alberta	122.8	123.2	120.6	106.28	105.08	100.12
British Columbia	121.9	121.8	123.4	117.96	115.77	113.21
CANADA	117.5	119.0	118.3	106.99	106.10	100.85
URBAN AREAS						
St. John's	128.4	131.3	127.2	83.72	83.26	78.96
Halifax	115.7	115.6	112.3	89.40	89.48	84.09
Sydney	89.9	97.5	94.7	96.47	97.52	91.86
Moncton	111.8	111.9	107.5	84.76	84.20	79.43
Saint John	112.0	112.9	109.0	88.86	89.97	82.55
Chicoutimi	99.3	101.5	105.3	122.09	122.06	119.53
Montreal	117.7	118.3	119.8	106.72	106.05	100.34
Quebec	109.8	109.4	112.0	90.56	89.58	85.09
Shawinigan	96.9	98.0	102.4	106.49	107.53	104.95
Sherbrooke	115.8	116.7	118.9	90.54	89.45	84.68
Trois-Rivières	105.7	105.8	111.9	97.07	94.79	93.65
Ottawa-Hull	123.3	123.6	117.3	99.91	98.95	94.45
Belleville	113.7	113.2	114.2	93.14	92.22	88.42
Brampton	259.0	259.7	248.4	109.27	109.02	99.90
Brantford	125.1	128.9	135.8	101.43	101.57	97.48
Fort William-Port Arthur	113.6	114.6	121.8	102.06	102.22	101.06
Guelph	130.4	134.1	133.7	100.21	100.00	88.25
Hamilton	117.3	117.4	120.5	113.58	113.05	106.62
Kingston	118.8	118.1	120.5	105.02	102.30	97.57
Kitchener	139.9	141.8	140.7	97.54	98.26	91.08
London	118.1	120.7	121.8	100.34	99.97	94.65
Niagara Falls	101.7	101.9	103.9	103.95	103.70	100.30
Oshawa	81.2	139.5	138.1	118.55	106.79	111.63
Peterborough	129.1	131.6	130.5	112.03	110.96	83.69
Sarnia	131.8	131.4	127.9	139.36	137.07	133.09
Sault Ste. Marie	113.7	113.5	115.2	121.80	120.72	114.36
Sudbury	111.0	110.9	104.8	131.47	130.65	120.56
St. Catharines	106.8	140.8	135.9	112.03	116.09	110.62
Timmins	77.8	77.8	86.2	100.09	97.92	98.22
Toronto	123.7	124.5	123.2	110.57	110.21	104.40
Welland	108.0	108.7	113.2	125.63	124.61	118.94
Windsor	146.0	152.8	144.3	119.09	108.92	112.49
Winnipeg	112.8	113.8	113.2	90.90	90.42	84.81
Regina	114.4	114.8	112.3	94.26	93.79	90.33
Saskatoon	140.9	140.0	126.7	95.24	93.90	84.95
Calgary	130.8	132.1	127.8	104.52	102.63	97.45
Edmonton	128.4	127.9	125.5	99.05	97.65	92.80
Vancouver	123.9	124.0	123.1	113.15	111.88	108.27
Victoria	118.8	118.7	123.4	103.02	99.12	95.52

*Latest figures subject to revision. SOURCE: *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-3—Estimates of Employees by Industry, Provinces and Canada

	Forestry	Mines, Quarries and Oil Wells	Manufacturing		Construction	Transportation, Communication and Other Utilities	Trade	Finance, Insurance and Real Estate	Community, Business and Personal Services		Public Administration**	Total Specified Industries
			Non-durables	Durables					Non-commercial Sector†	Commercial Sector†		
	(in thousands)											
CANADA												
Feb. 1967	65.3	114.9	808.6	794.3	312.6	619.1	894.3	252.0	757.2	537.3	251.1	5,406.6
Feb. 1968	54.1	117.3	804.7	746.3	295.8	617.7	923.0	266.3	827.7	565.5	265.6	5,438.9
Mar. 1968*	44.8	118.6	808.3	763.2	302.6	616.6	928.0	266.9	831.4	567.5	266.4	5,514.3
NEWFOUNDLAND												
Feb. 1967	3.7	5.6	8.8	1.7	7.5	13.8	14.7	1.6	14.6	6.0	6.2	84.1
Feb. 1968	2.0	5.6	8.5	1.7	6.4	14.7	15.1	1.9	16.0	6.7	6.4	85.0
Mar. 1968*	2.0	5.6	8.7	1.9	6.5	13.4	15.2	1.8	16.6	6.6	6.4	84.6
PRINCE EDWARD ISLAND												
Feb. 1967	—	0.1	1.2	0.4	1.1	2.5	3.5	0.6	3.5	1.5	1.7	16.1
Feb. 1968	—	—	1.4	0.4	1.1	2.5	3.5	0.6	4.0	1.8	1.8	16.9
Mar. 1968*	—	—	1.4	0.4	1.1	2.7	—	0.6	4.0	1.7	1.9	17.2
NOVA SCOTIA												
Feb. 1967	1.8	7.3	15.6	14.5	10.0	22.7	26.4	6.1	25.6	11.3	15.6	157.0
Feb. 1968	2.1	6.1	16.7	14.7	9.0	21.4	27.9	6.4	27.4	12.1	15.9	159.7
Mar. 1968*	1.8	7.1	17.0	14.8	9.3	21.3	28.1	6.4	27.6	12.2	16.0	161.5
NEW BRUNSWICK												
Feb. 1967	4.8	2.3	15.0	8.9	8.3	23.3	22.0	4.2	21.3	9.2	8.1	127.4
Feb. 1968	3.4	2.4	15.0	10.7	6.6	23.0	22.5	4.3	22.6	9.4	8.5	128.5
Mar. 1968*	3.0	2.5	15.3	11.3	6.7	22.8	22.4	4.4	23.0	9.7	8.7	129.7
QUEBEC												
Feb. 1967	20.9	25.1	307.2	193.8	77.7	162.0	231.1	71.6	218.0	143.9	51.6	1,502.8
Feb. 1968	14.6	24.5	304.2	183.6	68.6	165.6	234.1	73.9	239.4	150.5	54.3	1,513.2
Mar. 1968*	8.6	24.8	303.0	187.0	69.2	166.4	234.6	74.2	239.4	150.4	53.4	1,515.0
ONTARIO												
Feb. 1967	13.1	33.5	352.9	451.7	120.4	201.9	353.0	108.7	274.6	212.2	106.4	2,228.4
Feb. 1968	11.2	34.2	351.9	417.9	114.3	200.6	364.9	116.9	301.6	225.7	114.5	2,253.7
Mar. 1968*	9.7	34.6	355.1	430.2	117.4	200.1	366.5	117.4	303.8	225.8	115.7	2,276.3
MANITOBA												
Feb. 1967	1.2	5.5	27.1	19.0	12.2	45.0	48.5	11.8	35.3	27.1	12.9	245.6
Feb. 1968	0.7	6.4	26.5	18.2	13.3	43.2	51.1	12.5	38.0	27.2	13.5	250.6
Mar. 1968*	0.7	6.5	26.5	18.9	13.9	43.2	50.7	12.5	37.8	27.4	13.5	251.6
SASKATCHEWAN												
Feb. 1967	0.4	5.2	9.4	5.2	10.9	25.2	35.1	7.8	36.0	16.2	11.4	162.7
Feb. 1968	0.7	5.0	9.3	5.9	12.2	24.2	36.9	8.1	36.9	17.1	11.4	167.6
Mar. 1968*	0.6	5.0	9.5	6.0	12.3	24.3	37.4	8.1	36.8	17.2	11.4	168.6
ALBERTA												
Feb. 1967	1.8	19.8	25.2	25.6	29.8	47.7	71.3	15.7	60.3	45.2	19.7	362.1
Feb. 1968	1.5	21.0	25.2	26.0	32.7	46.3	73.9	16.1	66.8	47.7	20.9	378.0
Mar. 1968*	1.5	20.4	25.4	25.1	33.5	46.5	74.8	16.0	67.1	48.0	21.0	379.3
BRITISH COLUMBIA												
Feb. 1967	17.6	8.8	46.3	73.4	34.4	74.1	88.6	23.9	66.7	63.8	15.6	513.3
Feb. 1968	17.8	10.0	46.0	67.4	31.1	75.1	92.9	25.7	73.4	66.3	16.3	522.0
Mar. 1968*	17.0	10.0	46.5	67.8	32.3	74.8	94.5	25.6	73.9	67.4	16.4	526.1

*Preliminary.

†Refers to employment in hospitals and education and related services. Welfare and religious organizations are excluded at present.

‡Includes health services (except hospitals); motion picture and recreational services; services to business management; personal services (excep domestic service) and miscellaneous services.

**Excludes municipal government employees and provincial employees in British Columbia.

NOTE: Estimates may not add to totals due to rounding. Yukon and NWT included in Canada total only.

BASIS: 1960 Standard Industrial Classification.

SOURCE: *Estimates of Employees by Province and Industry* (DBS Cat. No. 72-008).

TABLE C-4—Industry Summary of Employment and Average Weekly Wages and Salaries

Industries	Employment Index Numbers*			Average Weekly Wages and Salaries*		
	Feb. 1968	Jan. 1968	Feb. 1967	Feb. 1968	Jan. 1968	Feb. 1967
	(1961 = 100)			$	$	$
MINING, INCLUDING MILLING	107.3	108.3	106.3	138.73	137.15	126.66
Metals	102.1	102.1	102.0	136.91	136.31	126.96
Mineral fuels	100.0	105.0	103.1	145.08	142.71	128.94
Non-metals except fuels	112.6	112.5	105.8	128.71	126.84	116.01
Quarries and sand pits	82.7	84.4	96.6	111.89	108.95	101.74
Services incidental to mining	162.7	162.8	148.2	152.24	147.91	136.74
MANUFACTURING	117.8	119.8	122.1	111.21	110.30	103.06
Durable goods	125.8	130.4	134.7	119.06	117.28	109.57
Non-durable goods	111.3	111.1	112.0	104.05	103.69	96.77
Food and beverages	101.7	101.6	101.7	99.53	99.72	92.36
Foods	100.6	100.8	101.3	96.70	96.97	89.37
Beverages	108.1	106.5	104.1	116.03	116.01	110.52
Tobacco processing and products	116.9	116.5	118.3	104.90	105.07	97.47
Rubber products	123.9	123.6	123.3	113.08	115.08	105.31
Leather products	100.4	99.4	100.7	75.38	74.84	70.01
Textile products	115.5	118.0	119.8	91.83	91.75	85.27
Knitting mills	109.9	107.8	110.9	71.13	70.64	65.62
Clothing	110.4	108.9	114.5	69.97	68.42	63.65
Wood products	102.0	101.3	106.6	102.14	100.90	92.70
Furniture and fixtures	123.8	123.7	129.3	90.00	89.10	83.55
Paper and allied industries	115.0	114.9	116.6	129.99	129.39	122.18
Printing, publishing and allied industries	113.9	113.5	111.4	116.66	115.09	110.49
Primary metal industries	123.0	122.3	122.9	133.31	132.88	124.31
Metal fabricating industries	125.6	126.5	134.2	116.22	115.11	108.65
Machinery, except electrical	143.1	144.8	152.6	125.45	125.06	119.53
Transportation equipment	129.6	153.8	153.8	128.69	121.86	113.01
Electrical products	142.5	143.5	148.2	114.12	113.29	105.52
Non-metallic mineral products	108.6	109.8	117.7	115.66	114.64	107.61
Petroleum and coal products	100.9	100.7	98.7	163.73	165.90	150.45
Chemicals and chemical products	117.9	117.4	116.8	126.84	126.27	118.86
Miscellaneous manufacturing industries	131.6	132.3	130.8	97.65	96.87	91.21
CONSTRUCTION	101.9	104.1	117.0	134.89	132.63	128.46
Building	113.2	114.9	125.3	132.44	130.95	124.02
Engineering	82.3	85.2	100.8	140.73	136.56	139.23
TRANSPORTATION, COMMUNICATION AND OTHER UTILITIES	104.1	104.9	105.0	119.24	119.24	109.27
Transportation	97.9	99.1	100.7	118.41	118.58	109.26
Storage	109.5	109.6	108.4	104.07	101.39	94.46
Communication	117.5	117.5	116.7	114.18	113.83	102.43
TRADE	123.8	125.6	122.5	84.50	83.50	78.41
Wholesale trade	119.0	119.8	118.0	105.42	104.42	98.23
Retail trade	126.5	128.8	125.1	73.59	72.72	67.93
FINANCE, INSURANCE AND REAL ESTATE	129.3	128.9	122.2	101.63	101.30	95.74
Financial institutions	132.0	131.6	125.9	98.49	98.20	93.49
Insurance and real estate	125.7	125.2	116.9	106.05	105.66	99.15
SERVICE	148.4	148.0	140.3	78.19	77.52	73.14
Recreational services	131.6	130.2	120.0	68.30	67.16	60.84
Business services	166.2	165.0	159.4	123.55	122.94	113.77
Personal services	137.3	137.3	130.3	57.12	56.43	54.27
Miscellaneous services	171.9	171.9	162.5	81.29	81.23	77.42
INDUSTRIAL COMPOSITE	116.8	118.3	119.0	106.99	106.10	99.57

*Latest figures subject to revision.

NOTE: Information for other industries is given in *Employment and Average Weekly Wages and Salaries* (DBS Cat. No. 72-002).

TABLE C-5—Hours and Earnings, Hourly-Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Feb. 1968	Jan. 1968	Feb. 1967	Feb. 1968	Jan. 1968	Feb. 1967	Feb. 1968	Jan. 1968	Feb. 1967
				$	$	$	$	$	$
MINING, INCLUDING MILLING	42.6	42.4	42.5	3.01	2.99	2.76	128.39	126.78	117.11
Metals	41.5	41.4	41.8	3.11	3.10	2.88	128.96	128.44	120.24
Mineral fuels	43.7	44.3	44.0	2.58	2.52	2.28	112.53	111.83	100.18
Non-metals, except fuels	43.4	43.0	42.0	2.85	2.81	2.60	123.61	120.85	109.14
Quarries and sand pits	44.5	43.9	44.2	2.36	2.36	2.21	105.23	103.51	97.65
Services incidental to mining	46.1	44.5	44.4	3.27	3.28	3.02	150.76	146.04	134.14
MANUFACTURING	40.4	40.0	40.1	2.49	2.49	2.33	100.42	99.52	93.26
Durable goods	40.9	40.1	40.2	2.67	2.67	2.50	109.08	107.23	100.46
Non-durable goods	39.9	39.8	40.0	2.31	2.30	2.15	92.17	91.78	85.82
Food and beverages	39.4	39.7	39.7	2.26	2.25	2.07	88.94	89.43	82.36
Foods	39.3	39.7	39.6	2.20	2.20	2.01	86.40	87.19	79.65
Beverages	40.3	40.3	40.9	2.67	2.64	2.52	107.61	106.48	103.01
Tobacco processing and products	38.6	38.8	39.2	2.43	2.42	2.26	93.64	94.11	88.57
Rubber products	41.4	42.3	41.5	2.52	2.56	2.37	104.35	108.21	98.24
Leather products	40.5	40.3	40.2	1.71	1.70	1.60	69.32	68.61	64.44
Textile products	41.2	41.1	41.6	1.95	1.95	1.81	80.42	80.16	75.11
Miscellaneous textiles	39.8	39.1	39.7	1.81	1.94	1.67	72.06	75.85	66.39
Knitting mills	41.3	40.9	40.6	1.52	1.52	1.43	62.78	62.12	58.21
Clothing	37.8	36.9	37.2	1.69	1.68	1.55	63.73	61.88	57.79
Wood products	40.6	40.1	40.7	2.40	2.40	2.19	97.18	96.12	88.31
Furniture and fixtures	41.6	41.3	41.3	1.98	1.97	1.85	82.30	81.54	76.18
Paper and allied industries	40.9	40.9	41.3	2.96	2.94	2.77	121.06	120.40	114.33
Pulp and Paper mills	41.1	41.1	41.5	3.22	3.21	3.04	132.41	131.85	126.21
Printing, publishing and allied industries	38.1	37.8	38.5	2.97	2.93	2.79	113.32	110.59	107.53
Primary metal industries	40.7	40.7	40.3	3.05	3.04	2.88	124.00	123.78	115.88
Iron and steel mills	40.1	40.3	38.9	3.16	3.16	3.02	127.01	127.22	117.53
Metal fabricating industries	41.1	40.9	41.0	2.63	2.62	2.47	108.06	107.04	101.35
Machinery, except electrical	41.2	40.9	41.8	2.81	2.79	2.64	115.61	114.12	110.63
Transportation equipment	41.0	38.2	37.7	2.87	2.88	2.70	117.61	110.06	102.02
Aircraft and parts	41.8	42.2	42.6	2.95	2.86	2.71	123.18	120.42	115.25
Motor vehicles	40.9	36.2	35.0	2.88	2.94	2.78	117.83	106.57	97.09
Assembling	40.5	30.8	31.6	3.22	3.15	2.98	130.71	97.04	94.21
Parts and accessories	41.2	41.3	37.8	2.67	2.85	2.67	110.09	117.63	101.02
Shipbuilding and repairing	39.9	39.2	40.2	2.87	2.88	2.59	114.62	112.86	103.87
Electrical products	40.2	40.1	40.7	2.44	2.44	2.27	98.07	98.00	92.27
Communications equipment	40.0	40.4	41.1	2.35	2.35	2.20	94.21	95.04	90.37
Non-metallic mineral products	41.7	41.3	41.6	2.60	2.59	2.41	108.33	106.96	100.49
Petroleum and coal products	43.0	43.6	41.7	3.49	3.57	3.27	150.31	155.69	136.28
Chemical and chemical products	40.9	40.8	40.8	2.69	2.68	2.53	110.00	109.28	103.10
Miscellaneous manufacturing industries	40.5	40.3	40.6	2.05	2.04	1.91	82.91	82.30	77.54
CONSTRUCTION	40.2	39.9	40.8	3.28	3.25	3.10	131.97	129.64	126.53
Building	38.6	38.6	39.6	3.35	3.32	3.08	129.61	128.26	121.80
General contractors	39.2	38.8	39.7	3.25	3.20	2.96	127.48	124.10	117.33
Special trade contractors	38.2	38.5	39.5	3.44	3.42	3.18	131.27	131.52	125.52
Engineering	44.0	42.9	43.9	3.13	3.10	3.15	137.77	132.93	138.34
Highways, bridges and streets	44.2	44.0	43.0	2.56	2.53	2.44	113.14	111.16	104.85
Other engineering	43.8	42.1	44.4	3.54	3.51	3.54	154.88	147.66	157.30
OTHER INDUSTRIES									
Urban transit	40.8	41.2	42.1	3.11	3.10	2.79	126.91	127.53	117.41
Highway and bridge maintenance	40.7	40.3	38.0	2.35	2.39	2.14	95.56	96.21	81.40
Laundries, cleaners and pressers	38.3	38.3	38.0	1.45	1.45	1.37	55.65	55.43	51.97
Hotels, restaurants and taverns	33.5	33.4	34.3	1.47	1.45	1.36	49.13	48.51	46.50

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-6—Hours and Earnings of Hourly-Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	1961 Dollars
		$	$		
Average					
1963	40.8	1.95	79.51	106.8	103.7
1964	41.0	2.02	82.96	111.4	106.3
1965†	41.0	2.12	86.89	116.7	108.0
1966†	40.8	2.25	91.95	123.1	110.2
1967†	40.3	2.40	96.84	130.1	112.4
Last Pay Period in					
1967—February	40.2	2.35	94.23	126.6	111.6
March	40.1	2.37	95.02	127.6	111.6
April	40.5	2.38	96.50	129.6	113.1
May	40.3	2.38	96.06	129.0	112.0
June	40.6	2.39	97.13	130.5	112.2
July	40.2	2.40	96.45	129.6	110.9
August	40.5	2.40	97.43	130.9	112.2
September	40.8	2.43	99.20	133.2	114.4
October	40.8	2.45	99.88	134.2	114.8
November	40.7	2.46	100.18	134.6	114.5
December	38.7	2.50	96.78	130.0	110.1
1968—January*	40.0	2.49	99.52	133.7	113.1
February†	40.4	2.49	100.42	134.9	113.8

*Revised. †Preliminary.

NOTE: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

TABLE C-7—Hours and Earnings in Manufacturing, Hourly-Rated Wage Earners, by Province

	Average Weekly Hours*			Average Hourly Earnings*		
	Feb. 1968	Jan. 1968	Feb. 1967	Feb. 1968	Jan. 1968	Feb. 1967
				$	$	$
Newfoundland	39.7	39.8	39.6	2.22	2.15	2.15
Nova Scotia	39.4	40.4	39.8	2.03	2.03	1.91
New Brunswick	40.9	40.9	41.6	2.10	2.10	1.98
Quebec	41.2	40.9	41.4	2.25	2.25	2.09
Ontario	40.4	39.7	39.7	2.59	2.60	2.44
Manitoba	39.2	39.5	39.3	2.20	2.22	2.05
Saskatchewan	39.4	39.1	38.9	2.64	2.62	2.36
Alberta	39.8	39.2	39.3	2.55	2.54	2.37
British Columbia	38.0	37.8	37.9	3.16	3.15	2.92

*Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave if paid through payroll but not if paid under insurance plan, incentive bonus but not annual bonus.

NOTE: Information on hours and earnings by cities obtainable from *Man-Hours and Hourly Earnings*, DBS.

Latest figures subject to revision.

SOURCE: *Man-Hours and Hourly Earnings* (DBS Cat. No. 72-003).

D—Manpower Division

The reorganization of manpower activities under the Department of Manpower and Immigration has led to a number of administrative changes which have, in turn, altered the significance of D-Table statistics about employment placements and unfilled job vacancies.

The result is that valid comparisons with previous periods are not possible on the basis of these statistics. Accordingly their publication is being suspended.

New statistical series are being developed to give more significant information about persons using the services of Canada Manpower Centres.

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is *The Statistical Report on the Operation of the Unemployment Insurance Act* (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 352, June issue.

TABLE E-1—Estimates of the Insured Population under the Unemployment Insurance Act

End of	*Total**	*Employed*	*Claimants*
1968—February	4,905,000	4,245,500	659,500
January	4,864,000	4,230,700	633,300
1967—December	4,811,000	4,309,500	501,500
November	4,783,000	4,446,400	336,600
October	4,734,000	4,491,500	242,500
September	4,750,000	4,539,100	210,900
August	4,832,000	4,604,900	227,100
July	4,803,000	4,556,700	246,300
June	4,751,000	4,508,200	242,800
May	4,684,000	4,402,900	281,100
April	4,763,000	4,270,700	492,300
March	4,769,000	4,225,200	543,800
February	4,697,000	4,145,200	551,800

*Commencing March 31, 1967, agricultural workers are included, as coverage was extended to certain workers in this industry April 1, 1967.

TABLE E-4—Benefit Payments, by Province, March 1968

Province	*Weeks Paid**	*Amount of Benefit Paid*
Newfoundland	123,526	3,318,661
Prince Edward Island	25,986	651,651
Nova Scotia	128,226	3,233,981
New Brunswick	115,974	3,022,479
Quebec	770,584	20,881,786
Ontario	704,800	18,497,305
Manitoba	92,428	2,411,640
Saskatchewan	81,746	2,147,615
Alberta	84,528	2,242,121
British Columbia	272,039	7,297,558
Total, Canada, March 1968	2,399,837	63,704,797
Total, Canada, February 1968	2,232,737	59,548,128
Total, Canada, March 1967	2,058,979	53,166,725

*Represents the total of complete and partial weeks of benefit paid during the month.

TABLE E-3—Initial and Renewal Claims for Benefit, by Province, March 1968

Province	*Claims Filed at Local Offices*			*Disposal of Claims and Claims Pending at the End of the Month*			
	Total	*Initial*	*Renewal*	*Total Disposal of*	*Entitled to Benefit*	*Not Entitled to Benefit*	*Pending*
Newfoundland	6,259	5,101	1,158	5,996	5,020	976	2,087
Prince Edward Island	987	892	95	1,164	1,045	119	210
Nova Scotia	7,202	5,574	1,628	7,009	6,014	995	2,103
New Brunswick	7,746	6,568	1,178	7,781	6,814	967	2,180
Quebec	63,635	47,226	16,409	66,581	56,272	10,309	18,983
Ontario	58,600	43,471	15,129	65,181	52,892	12,289	16,558
Manitoba	6,092	4,957	1,135	6,608	5,336	1,272	1,694
Saskatchewan	4,844	4,036	808	5,269	4,289	980	1,342
Alberta	8,058	6,308	1,750	8,476	6,585	1,891	2,292
British Columbia	19,575	14,095	5,480	19,810	15,825	3,985	5,575
Total, Canada, March 1968	182,998*	138,228	44,770	193,875†	160,092	33,783	53,024
Total, Canada, February 1968	198,009	151,324	46,685	222,879	180,145	42,734	63,901
Total, Canada, March 1967	182,361	134,423	47,938	181,940	149,531	32,409	60,052

*In addition, revised claims received numbered 41,553.

†In addition, 44,138 revised claims were disposed of. Of these, 8,034 were special requests not granted and 2,082 were appeals by claimants. There were 8,034 revised claims pending at the end of the month.

TABLE E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at March 29, 1968

Province and Sex	Total Claimants	Number of Weeks on Claim (based on 20 per cent sample)				Total Claimants	
		1-4	5-13	14-26	27 or more*	February 29 1968	March 31 1967
CANADA	656,941	182,964	235,510	195,545	42,922	659,480	543,770
Male	482,310	138,413	177,249	145,343	21,305	486,017	403,820
Female	174,631	44,551	58,261	50,202	21,617	173,463	139,950
NEWFOUNDLAND	33,086	6,557	11,769	13,584	1,176	34,955	32,992
Male	29,820	5,966	10,602	12,512	740	31,646	30,161
Female	3,266	591	1,167	1,072	436	3,309	2,831
PRINCE EDWARD ISLAND	6,444	678	2,582	2,961	223	7,317	6,181
Male	5,343	545	2,210	2,475	113	5,851	5,008
Female	1,101	133	372	486	110	1,466	1,173
NOVA SCOTIA	35,748	6,614	16,359	10,675	2,100	37,740	34,409
Male	28,841	5,338	13,045	9,013	1,445	30,940	28,582
Female	6,907	1,276	3,314	1,662	655	6,800	5,827
NEW BRUNSWICK	34,143	5,697	12,919	13,682	1,845	35,485	34,172
Male	27,399	4,762	10,823	10,759	1,055	28,226	27,886
Female	6,744	935	2,096	2,923	790	7,259	6,286
QUEBEC	210,607	66,615	74,479	55,577	13,936	202,444	172,386
Male	163,717	54,320	60,617	41,553	7,227	155,901	136,353
Female	46,890	12,295	13,862	14,024	6,709	46,543	36,033
ONTARIO	194,317	59,533	66,982	51,269	16,533	193,929	152,613
Male	124,490	39,634	45,365	32,110	7,381	125,599	96,901
Female	69,827	19,899	21,617	19,159	9,152	68,330	55,712
MANITOBA	25,603	6,570	9,440	8,315	1,278	24,865	18,568
Male	18,817	4,605	6,928	6,628	656	18,474	13,606
Female	6,786	1,965	2,512	1,687	622	6,391	4,962
SASKATCHEWAN	20,484	4,377	7,531	7,707	869	20,773	15,477
Male	16,231	3,387	6,094	6,417	333	16,528	11,999
Female	4,253	990	1,437	1,290	536	4,245	3,478
ALBERTA	26,059	8,047	9,203	7,293	1,516	26,700	20,761
Male	19,232	6,144	6,786	5,581	721	19,986	15,379
Female	6,827	1,903	2,417	1,712	795	6,714	5,382
BRITISH COLUMBIA	70,450	18,276	24,246	24,482	3,446	75,272	56,211
Male	48,420	13,712	14,779	18,295	1,634	52,866	37,945
Female	22,030	4,564	9,467	6,187	1,812	22,406	18,266

*The bulk of the cases in this group were on claim from 27-39 weeks.

NOTE: Values less than 50 subject to relatively large sampling variability.

TABLE F-1—Total and Main Components of the Consumer Price Index

	Total	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recreation and Reading*	*Tobacco and Alcohol*
				(*1949 = 100*)				
1963—Year	133.0	130.3	136.2	116.3	140.4	162.4	149.3	118.1
1964—Year	135.4	132.4	138.4	119.2	142.0	167.8	151.8	120.2
1965—Year	138.7	135.9	140.9	121.4	147.3	175.5	154.3	122.3
1966—Year	143.9	144.5	144.7	126.0	150.8	180.9	158.7	125.1
1967—Year	149.0	146.4	151.0	132.3	157.2	190.2	166.8	128.3
1967—May	148.1	143.7	150.5	131.9	157.2	191.0	166.6	127.9
June	148.8	144.8	151.2	132.5	158.2	190.7	167.1	128.1
July	150.2	148.5	151.9	132.5	158.3	191.5	167.8	128.1
August	150.9	151.2	152.2	132.3	158.0	191.9	167.9	128.6
September	150.7	148.5	152.6	134.7	158.4	191.4	168.7	128.6
October	150.5	147.8	153.1	133.7	157.9	193.2	169.4	128.6
November	151.0	148.0	153.4	134.5	157.9	193.8	170.5	128.7
December	151.8	148.6	153.8	134.7	159.6	193.8	169.7	133.0
1968—January	152.6	150.4	154.7	133.4	160.0	193.6	170.2	136.3
February	152.7	149.8	155.4	134.0	159.2	194.3	171.8	136.4
March	153.2	148.7	156.0	135.6	160.3	194.3	172.5	138.4
April	154.1	149.8	156.6	136.3	160.8	197.0	172.1	140.9
May	154.2	148.9	157.1	135.8	161.0	197.8	174.2	141.1

NOTE: 1957 weighted. Calculated by the Prices Division, DBS.

TABLE F-2—Consumer Price Indexes for Regional Cities of Canada at the Beginning of May 1968

	All Items									
	May 1968	*April 1968*	*May 1967*	*Food*	*Housing*	*Clothing*	*Trans-portation*	*Health and Personal Care*	*Recrea-tion and Reading*	*Tobacco and Alcohol*
						(1949 = 100)				
St. John's, Nfld.*	135.0	134.4	129.2	128.8	124.3	133.9	132.0	194.4	160.2	139.2
Halifax	145.7	145.7	140.3	143.5	141.6	143.9	146.6	203.5	193.1	139.8
Saint John	149.3	148.8	143.0	148.1	140.5	146.5	161.8	217.7	179.5	139.7
Montreal	152.0	152.0	147.2	155.2	146.1	127.2	185.7	199.3	178.8	146.5
Ottawa	153.0	152.5	146.2	151.8	146.4	139.9	177.7	207.9	172.8	152.8
Toronto	155.5	155.6	149.8	146.8	156.8	143.4	159.9	195.4	215.4	149.4
Winnipeg	149.4	149.0	141.9	149.3	137.4	151.0	151.7	210.4	169.2	154.5
Saskatoon-Regina	144.5	144.0	139.1	146.8	137.0	150.0	147.3	170.2	168.2	140.5
Edmonton-Calgary	144.5	144.5	138.9	139.7	139.9	146.4	146.8	206.3	167.3	132.1
Vancouver	148.0	148.3	143.0	144.7	149.1	139.5	157.2	180.8	166.9	135.7

*St. John's index on the base June 1951 = 100.

NOTE: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department of Labour on the basis of reports from the Manpower Division, Department of Manpower and Immigration. The first three tables in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belong to the union directly involved in the disputes leading to the work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series, see page 67, January issue.

TABLE G-1—Strikes and Lockouts, 1963-68

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
				Duration in Man-Days	
		Strikes and Lockouts	Workers Involved	Man-Days	Per cent of Estimated Working Time
1963	318	332	83,428	917,410	0.07
1964	327	343	100,535	1,580,550	0.11
1965	478	501	171,870	2,349,870	0.17
1966	582	617	411,459	5,178,170	0.34
*1967	406	438	409,932	4,045,060	0.26
*1967—May	52	97	53,291	480,050	0.35
June	40	102	54,035	693,100	0.50
July	36	104	35,489	310,430	0.24
August	38	100	30,526	415,700	0.29
September	31	92	34,282	449,550	0.36
October	21	70	24,725	326,850	0.25
November	18	70	19,148	251,460	0.18
December	11	55	9,436	151,230	0.13
*1968—January	24	56	19,758	207,390	0.16
February	42	76	49,069	590,840	0.46
March	37	83	41,296	682,180	0.53
April	42	86	41,751	324,790	0.25
May	64	116	30,993	410,710	0.30

*Preliminary.

TABLE G-2—Strikes and Lockouts, May 1968 by Industry (Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Agriculture	1	64	130
Forestry	—	—	—
Mines	1	16	260
Manufacturing	74	27,139	373,070
Construction	15	2,184	18,870
Transportation and utilities	4	448	4,600
Trade	7	301	2,560
Finance	—	—	—
Service	10	626	8,250
Public administration	4	215	2,970
ALL INDUSTRIES	116	30,993	410,710

TABLE G-3—Strikes and Lockouts, May 1968 by Jurisdiction (Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland	1	15	330
Prince Edward Island	—	—	—
Nova Scotia	4	673	1,730
New Brunswick	2	327	450
Quebec	25	4,338	49,870
Ontario	62	20,650	310,370
Manitoba	1	5	110
Saskatchewan	4	367	5,100
Alberta	3	96	840
British Columbia	10	4,128	35,560
Federal	4	394	6,350
ALL JURISDICTIONS	116	30,993	410,710

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, May 1968 (Preliminary)

Industry, Employer — Location	Union	Workers Involved	Duration Man-Days		Starting Date — Termination Date	Major Issues — Results
			May	Accumulated		
MANUFACTURING						
Food and Beverages						
Robin Hood Flour Mills Ltd.,* Port Colborne, Ont.	Packinghouse Workers Loc. 416 (AFL-CIO/CLC)	166	3,650	3,980	Apr. 27 —	Wages, fringe benefits—
Hiram Walker and Sons Ltd., Windsor, Ont.	Distillery Workers Loc. 61 (AFL-CIO/CLC)	616	12,630	12,630	May 2 —	Pensions, job security, other benefits—
Catelli-Habitant Limited, Montreal, Que.	Bakery Workers Loc. 333 (CLC)	400	2,800	2,800	May 6 May 15	Wages—85¢ an hr. increase over 3-yr. contract.
National Sea Products Ltd., Halifax, N.S.	Seafood Workers Locs. 102 & 104 (AFL-CIO/CLC)	350	350	350	May 22 May 23	Protesting suspension of eigh workers—Return of workers pending discussions.
Robin Hood Flour Mills Ltd.,* Montreal, Que.	Commerce and Office Employees (CNTU)	130	690	690	May 24 —	Wages—
Tobacco Products						
Rothmans of Pall Mall Canada Limited, Quebec, Que.	Tobacco Workers Loc. 261 (AFL-CIO/CLC)	366	4,850	4,850	May 6 May 27	Guarantee against transfer of em ployees, management rights, lengt of the agreement, vacations, hol days, hours, job description— Wage increases, other improve benefits.
Rothmans of Pall Mall Canada Limited, Toronto, Ont.	Tobacco Workers Loc. 319 (AFL-CIO/CLC)	365	550	550	May 13 May 15	In support of Local 261—Retur of workers.
Rubber						
Firestone Tire & Rubber Company Limited, Hamilton, Ont.	Rubber Workers Loc. 113 (AFL-CIO/CLC)	1,170	2,930	2,930	May 1 May 5	Delay in signing agreement— Wage increases ranging from 59 to $1.09 an hr. over 3-yr. agree ment; improved fringe benefits.
Goodyear Tire & Rubber Co. of Canada Ltd., Toronto and Bowmanville, Ont.	Rubber Workers various locals (AFL-CIO/CLC)	2,997	57,020	57,020	May 3 —	Wages, hours—
Dunlop Canada Ltd., Whitby, Ont.	Rubber Workers Loc. 494 (AFL-CIO/CLC)	100	80	80	May 8 May 8	Alleged grievance—Union per suaded men to return to work.
Clothing						
Utex Corp., Victoriaville, Que.	Clothing Workers' Federation (CNTU)	375	560	560	May 14 May 16	Dissatisfaction with designer— Return of workers.
Wood						
Several lumber companies, Various locations British Columbia	Woodworkers various locals (AFL-CIO/CLC)	3,668	29,790	341,580	Oct. 4 May 14	Wages—Return of workers, settle ment not reported.
International Plywoods Ltd., Gatineau, Que.	Pulp and Paper Mill Workers Loc. 143 (AFL-CIO/CLC)	205	4,510	18,260	Jan. 25 —	Wages—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, May 1968 (Preliminary) (Continued)

Industry, Employer — Location	Union	Workers Involved	Duration Man-Days May	Duration Man-Days Accumulated	Starting Date — Termination Date	Major Issues — Results
Livingston Industries Ltd., Tillsonburg, Ont.	Woodworkers Loc. 2-167 (AFL-CIO/CLC)	506	510	510	May 31 —	Wages, working conditions—
Paper						
Dennison Mfg. Co. of Canada Ltd., Drummondville, Que.	Syndicate of Employees of Dennison Mfg. Co. of Canada Ltd. (Ind.)	250	5,500	6,000	Apr. 29 —	Wages, retroactive pay, night shift premiums, vacations, duration of contract—
The E. B. Eddy Co., Hull, Que.	Various unions	1,100	9,430	9,430	May 19 —	Wages—
Printing and Publishing						
The Star, Telegram & Globe and Mail, Toronto, Ont.	Typographical Union Loc. 91 (AFL-CIO/CLC)	349	7,680	402,030	July 9 1964	Working conditions as affected by computers, job security, union membership of foremen—
Thirteen printing firms, Regina, Sask.	Regina Allied Printing Trades Unions	160	960	960	May 24 —	Wages—
Primary Metals						
Crowe Foundry Ltd., Hespeler, Ont.	Moulders Loc. 23 (AFL-CIO/CLC)	110	2,420	4,620	Apr. 2 —	Wages—
Canadian Electrolytic Zinc Co., Valleyfield, Que.	Steelworkers Loc. 6484 (AFL-CIO/CLC)	320	7,090	11,200	Apr. 13 —	Wages, hours, working conditions
Dosco Steel Ltd., Rexdale, Ont.	Steelworkers Loc. 5629 (AFL-CIO/CLC)	181	3,440	3,440	May 4 —	Wages, other benefits—
Atlas Steel Co. (Division of Rio Algom Mines), Welland, Ont.	Steelworkers (AFL-CIO/CLC)	1,757	4,980	4,980	May 9 May 13	Wages—31¢ per hr. increase over a 2-yr. contract, 3 weeks vacation after 5 years, other improvements.
East Coast Smelting & Chemical Co. Ltd., Belledune, N.B.	Steelworkers Loc. 7085 (AFL-CIO/CLC)	325	410	410	May 22 May 24	Disagreements between company official and union local executive— Return of workers.
The Algoma Steel Corp. Ltd., Sault Ste. Marie, Ont.	Steelworkers Loc. 2251 (AFL-CIO/CLC)	120	860	860	May 22 —	Alleged grievances—
Metal Fabricating						
H. K. Porter Canada Ltd., Acton, Ont.	CLC—directly chartered	102	920	1,740	Apr. 18 May 14	Wages—15¢ an hr. increase retroactive to Jan. 1, 1968, 5¢ Aug. 1, 1968, 10¢ Feb. 1, 1969, 10¢ Aug. 1, 1969; plus job reclassification.
Volcano Limitée, St. Hyacinthe, Que.	Metal Trades' Federation (CNTU)	137	410	410	May 28 —	Wages—
American Standard Products Ltd., Toronto, Ont.	Steelworkers Loc. 6299 (AFL-CIO/CLC)	212	220	220	May 30 —	Wages—
Machinery						
Massey-Ferguson Industries Ltd., Brantford and Toronto, Ontario.	Auto Workers various locals (AFL-CIO/CLC)	6,000	132,000	177,000	Apr. 19 —	Wages, fringe benefits—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, May 1968 (Preliminary) (Continued)

Industry, Employer — Location	Union	Workers Involved	Duration Man-Days May	Duration Man-Days Accumulated	Starting Date — Termination Date	Major Issues — Results
Dover Corp. (Canada) Ltd. Division Turnbull Elevator, Toronto, Ont.	Machinists Loc. 1257 (AFL-CIO/CLC)	160	3,280	3,280	May 2 —	Wages—
Delamere & Williams Co. Ltd., Toronto, Ont.	U.E. Loc. 512 (Ind.)	110	2,090	2,090	May 6 —	Wages—
Transportation Equipment						
Long Manufacturing Co. Ltd., Oakville, Ont.	Auto Workers Loc. 1256 (AFL-CIO/CLC)	275	6,050	14,580	Mar. 18 —	Wages—
Essex Wire Corporation, St. Thomas, Ont.	Machinists Loc. 2245 (AFL-CIO/CLC)	452	9,940	19,430	Apr. 1 —	Wages—
Kelsey-Hayes Canada Limited, Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	625	13,130	23,440	Apr. 5 May 31	Wages, benefits working conditions— 47¢ an hr. increase retroactive to Dec. 17, 1967, additional 60¢ an hr. spread over a 2-yr. period for skilled workers, 17¢ an hr. increase retroactive to Dec. 17, 1967, additional 47¢ an hr. spread over a 2-yr. period for production workers, other improved benefits
National Auto Radiator Mfg. Co. Ltd., Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	207	1,240	1,650	Apr. 29 May 9	Wages—Return of workers pending further negotiations.
National Auto Radiator Mfg. Co. Ltd., Windsor, Ont.	Auto Workers Loc. 195 (AFL-CIO/CLC)	207	1,660	1,660	May 22 —	Wages, fringe benefits, working conditions—
Non-Metallic Mineral Products						
Canada Iron Foundries Limited, Rexdale, Ont.	Moulders Loc. 64 (AFL-CIO/CLC)	105	2,310	7,860	Feb. 15 —	Wages—
Canadian Carborundum Co. Ltd., Niagara Falls, Ont.	Steelworkers Loc. 4151 (AFL-CIO/CLC)	395	8,690	9,880	Apr. 26 —	Wages, vacations, holidays, health and welfare plan—
Miscellaneous Manufacturing						
North American Plastics Ltd., Wallaceburg, Ont.	Auto Workers Loc. 251 (AFL-CIO/CLC)	295	2,760	2,760	May 17 —	Wages, union security, grievance procedure—
Construction						
Saskatoon Electrical Contractors Association, Saskatoon and area, Sask.	I.B.E.W. Loc. 529 (AFL-CIO/CLC)	180	3,960	6,840	Apr. 8 —	Wages, overtime, closed shop double time pay—
London Sheet Metal Contractors Association, London and Kitchener, Ont.	Sheet Metal Workers Loc. 473 (AFL-CIO/CLC)	231	3,440	3,440	May 6 —	Delayed negotiations in a new contract—

TABLE G-4—Strikes and Lockouts Involving 100 or More Workers, May 1968 (Preliminary) (Concluded)

Industry, Employer — *Location*	*Union*	*Workers Involved*	*Duration Man-Days*		*Starting Date* — *Termination Date*	*Major Issues* — *Results*
			May	*Accumulated*		
Hamilton Construction Assoc., Hamilton and area, Ont.	Labourers Loc. 837 (AFL-CIO/CLC)	1,000	6,000	6,000	May 13 May 21	Disagreement over new contract—30¢ an. hr. increase immediately, 20¢ an hr. Nov. 1, 1968, plus 10¢ an hr. for a welfare plan starting Nov. 1, 1968.
Four glass firms, Ottawa, Ont.	Painters Loc. 200 (AFL-CIO/CLC)	112	1,570	1,570	May 13 —	Wages—
Lummus Co. of Canada Ltd., Point Tupper, N.S.	Labourers Loc. 1115 (AFL-CIO/CLC)	250	1,250	1,250	May 16 May 23	Protesting dismissal of one laborer —Union persuaded men to return to work.
Eastwood Construction Co. Ltd., Peterborough and Lindsay, Ont.	Various unions	100	300	300	May 29 —	Delayed negotiations in a new contract—
TRANSPORTATION AND UTILITIES						
Transportation						
Québec—Autobus, Quebec, Que.	Public Service Employees' Federation (CNTU)	280	1,400	1,400	May 11 May 19	Wages—26¢ an hr. increase immediately, 22¢ May 17, 1969; $140. retroactive pay.
TRADE						
Montreal Armature Works Ltd., Montreal, Que.	I.U.E. Loc. 530 (AFL-CIO/CLC)	100	280	280	May 29 —	Wages—
SERVICE						
Education						
Vancouver School Board, Vancouver, B.C.	International Operating Engineers Loc. 963 (AFL-CIO/CLC)	209	1,050	1,050	May 10 May 17	Wages—Wage increases.
SERVICE						
Personal Services						
Commandant Properties Limited (Seigniory Club), Montebello, Que.	Railway, Transport and General Workers Loc. 281 (CLC)	230	5,090	6,350	Apr. 23 —	Wages, fringe benefits—
PUBLIC ADMINISTRATION						
Local Administration						
Town of Mount Royal, Town of Mount Royal, Que.	Public Service Employees' Federation (CNTU)	108	1,400	7,990	Feb. 5 May 21	Wages—38% wage increase for labourers, 35% for tradesmen over a 2-yr. contract; other improvements.

*Federal jurisdiction.

TABLE H—Employment Fatalities in Canada During First Quarter of 1968

	Agriculture	*Forestry*	*(1) Fishing*	*(2) Mining*	*Manufacturing*	*Construction*	*(3) Transportation*	*Trade*	*(4) Finance*	*(5) Service*	*(6) Public Administration*	*Total*	*Per Cent of Total*
By Industry* and Age Group													
14–19	—	—	—	—	1	1	1	—	—	—	—	3	1.7
20–24	—	3	—	6	4	4	2	1	—	1	—	21	11.9
25–44	—	11	1	12	15	25	17	4	—	5	5	95	53.7
45–64	—	3	—	8	11	5	13	7	—	1	5	53	29.9
65 and over	—	—	—	2	—	2	—	—	—	1	—	5	2.8
TOTAL	—	17	1	28	31	37	33	12	—	8	10	177**	100.0
By Industry and Occupation†													
Farmers (a)	—	—	—	—	—	—	—	—	—	—	—	—	—
Loggers (b)	—	15	—	—	1	1	—	—	—	—	1	18	10.2
Fishermen (c)	—	—	1	—	—	—	—	—	—	—	—	1	0.6
Miners (d)	—	—	—	21	1	—	—	—	—	—	—	22	12.4
Craftsmen (e)	—	1	—	4	19	18	7	3	—	1	1	54	30.5
Labourers (f)	—	—	—	—	4	14	2	2	—	1	1	24	13.6
Transport (g)	—	1	—	1	4	2	22	4	—	4	—	38	21.5
Managerial	—	—	—	1	1	1	—	—	—	—	1	4	2.2
Professional (h)	—	—	—	1	1	1	1	—	—	—	—	4	2.2
Clerical	—	—	—	—	—	—	—	—	—	—	—	—	—
Sales	—	—	—	—	—	—	—	3	—	—	—	3	1.7
Service (i)	—	—	—	—	—	—	1	—	—	2	6	9	5.1
TOTAL	—	17	1	28	31	37	33	12	—	8	10	177**	100.0
By Industry and Type of Accident‡													
Struck by objects (j)	—	9	—	8	6	6	9	2	—	—	—	40	22.6
Falls and slips (k)	—	1	—	4	4	16	3	2	—	1	2	33	18.6
Collisions, derailments (l)	—	5	—	3	3	6	15	5	—	5	2	44	24.9
Caught in, on, between (m)	—	1	—	4	8	3	2	—	—	—	2	20	11.3
Inhalations (n)	—	—	—	4	1	1	—	1	—	—	—	7	4.0
Conflagrations (o)	—	—	1	4	3	—	—	—	—	1	2	11	6.2
Electric current (p)	—	—	—	—	3	2	—	—	—	—	—	5	2.8
Over-exertion (q)	—	—	—	—	1	1	3	1	—	1	1	8	4.5
Striking against (r)	—	—	—	—	—	—	—	—	—	—	—	—	—
Miscellaneous (s)	—	1	—	1	2	2	1	1	—	—	1	9	5.1
TOTAL	—	17	1	28	31	37	33	12	—	8	10	177**	100.0
PER CENT OF TOTAL	—	9.6	0.6	15.8	17.5	21.0	18.6	6.8	—	4.5	5.6	100.0	—

*Includes: (1) Trapping and hunting. (2) Quarrying and oil wells. (3) Storage, communication, electric power, gas and other utilities. (4) Insurance and real estate. (5) Community, business and personal service. (6) Defence.

†Includes: (a) Farm workers. (b) Related workers. (c) Trappers and hunters. (d) Quarrymen and related workers. (e) Production process and related workers. (f) Unskilled workers (not agricultural, logging, fishing or mining). (g) Communication workers. (h) Technical occupations. (i) Recreation workers.

‡Includes: (j) Tools, vehicles, etc. (k) On same level and to different levels. (l) Wrecks, etc. (m) Machinery, vehicles, etc. (n) Contact, absorptions ingestions and industrial diseases. (o) Temperature extremes and explosions. (p) Lightning. (q) Strains, hernia, etc. (r) Stepping on objects. (s) Violence bites, stings, etc.

**Of these totals, 136 fatalities were reported by the various provincial Workmen's Compensation Boards; details of the remaining 41 were obtained from other sources.